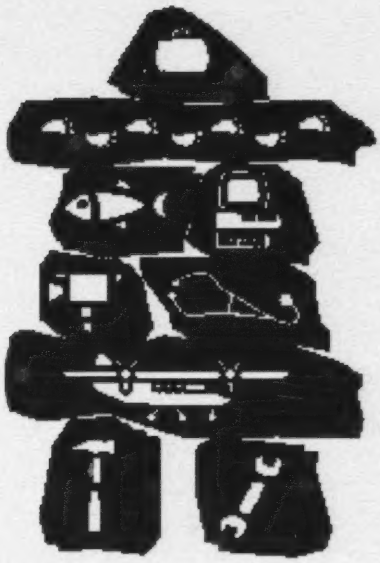
KATIVIK

JOBS IN NUNAVIK

Results of a Survey
of Nunavik Employers
in 2011



SUSTAINABLE EMPLOYMENT DEPARTMENT

KATIVIK REGIONAL GOVERNMENT
2011

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As well, it is appropriate to underscore the work of Marie-Ève Marchand, who was responsible for completing the survey questions with most employers, as well as the data-gathering support provided by local employment officers and department coordinators.

Marie-Ève Marchand: completion of the survey with most employers

Denis Lefebvre: classification, analysis and report

JOBS IN NUNAVIK 2011

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INTRODUCTION

Over a period of not less than 20 years, the Sustainable Employment Department of the Kativik Regional Government (KRG) has conducted several surveys of Nunavik employers: the first in 1993, the second in 1995, the third in 1998 and the fourth in 2005. In each instance, a report entitled *Jobs in Nunavik* was published to present the results. In the winter and spring of this year, the KRG Sustainable Employment Department decided to update its statistical data in order to produce a portrait of the current labour market and compare the results with those obtained under previous surveys.

The purpose of this survey was to obtain answers to the following questions:

- How many jobs are there in Nunavik?
- How has labour demand evolved over the years?
- Who are workers? Beneficiaries or non-beneficiaries of the *James Bay and Northern Québec Agreement*? Men or women?
- Who are employers? The private or public sector? What are the main industries?
- What are the jobs in Nunavik? How are these jobs classified according to the National Occupational Classification?
- Where are the jobs, in which communities?
- What training is required to hold the jobs?
- Is there a gap between job requirements and local-labour training?
- How many positions with Nunavik organizations are based outside of the region?

As well, the KRG Sustainable Employment Department wants Nunavik residents and organizations to understand the structure of the regional labour market. Information on current and future job opportunities may be particularly helpful for guidance and training counsellors, secondary and post-secondary students, as well as anyone involved in vocational training programs.

METHODOLOGY

The aim of this section is to provide summary descriptions of the methodologies, the main terms and the classifications used in this report, in order to make it easier to read and, in particular, easier to understand.

Survey

Because the Nunavik labour market is relatively small and the activities of regional organizations are well known, an objective of the survey was to collect data from all employers. Results obtained in this manner are much more revealing than results that would have been obtained from a portion of the data or through sampling. Data was also collected on jobs based outside of Nunavik but with organizations having activities connected to the region.

Most employers answered a simple table-format questionnaire, like the one appended to this report. The questionnaire was presented and explained verbally or by email to the resource person for each employer. Employers were not required to complete the questionnaire; they were permitted to provide the requested information using existing documents such as payrolls, employee lists, etc. In some cases, employers had to be re-contacted several times in order to obtain the data. In other cases, several different resource people in a single organization had to be contacted in order to obtain the data.

Although most regional employers have positions in different communities, it was possible to collect all the data from one source, which is to say from each employer's head office. This was true for the Kativik School Board, the Federation of Cooperatives of Northern Québec, the KRG, the Makivik Corporation and its subsidiaries, the Avataq Cultural Institute, Taqramiut Nipingat Inc., the Inuulitsivik Health Centre, the Ungava Tulattavik Health Centre, the Nunavik Regional Board of Health and Social Services, and others. In the case of other regional employers, such as Northern Stores, data had to be collected separately from each retail location.

Some small community employers were not surveyed directly, as the local employment officers of the KRG Sustainable Employment Department were able to provide sufficient data. As well, websites and annual reports of some organizations were used to complete and enhance data. In these manners, adequate data on all employers with activities in Nunavik in 2011 was obtained in order to produce a clear portrait of the regional labour market.

Data

For each existing position with an organization, employers were asked to specify the main work place, the number of positions and the type of position (full-time, part-time, seasonal or casual), as well as the status and sex of the employees. This type of information is generally readily available and, since the objective was to ensure the participation of all employers in the survey, they were not asked to provide data that might not be easily accessible. For example, it would have been interesting to obtain data on the ages of workers, but the compilation of this data would have required a good deal of time on the part of employers. For this type of information, it is better to rely on

surveys conducted directly with the labour force or on census data from Statistics Canada.

For the construction sector, the database maintained by the KRG Sustainable Employment Department to track the hours registered by regional workers with the *Commission de la construction du Québec* (construction board) and its construction-job placement results were used. The mining sector, vocational training and client databases maintained by the KRG Sustainable Employment Department were also consulted.

Training and remuneration

The data was completed with the training required for each identified position. This information does not represent the actual level of educational training of workers but, rather, the level normally required to hold each position. It must be kept in mind that the individuals holding some positions may not have the identified level of education or training.

As well, an average level of remuneration was applied for each identified position, excluding employee benefits and cost-of-living differential. The objective was not to determine the actual income of individuals but, rather, to get an indication of annual levels of remuneration for each position.

These kinds of information are generally fairly well documented and therefore did not need to be collected from employers. For example, most public and para-public sector positions use known salary scales. Whenever necessary, clarifications were requested from employers on required training and levels of remuneration.

Definitions and classifications

- **Types of jobs**

All the jobs identified during the survey have been classified into the four following groups:

- Regular full-time jobs

Regular full-time jobs are those that represent a full workload (30 hours or more per week) on a regular basis year-round or for a major part of the year (full-time teachers, etc.). Most jobs in the mining sector were considered as regular full-time jobs (given the remoteness of the sites, periods of work and time-off alternate).

- Regular part-time jobs

Regular part-time jobs are those that represent a workload of less than 30 hours per week on a regular basis year-round or for a major part of the year (part-time secretaries, etc.).

- Seasonal jobs

Seasonal jobs are those that, due to fluctuations in demand, are for a limited period every year. They are moreover often specific to certain types of activities (construction workers, as well as fishing and tourist guides, etc.).

- Casual jobs

Casual jobs are those that are for a short, limited period, without being seasonal (casual workers who are on-call, job replacements, occasional workers, short-term contractual workers, etc.).

This report generally shows results according to the types of jobs identified above. Other comments and clarifications on job types can also be found in the different sections of the report.

- **Types of establishments**

All employers have been classified into three broad types of establishments:

- Private businesses and co-operatives

Private businesses have been classified depending on whether they are owned by regional interests (that is, residents of the region) or by outside interests.

In addition, although co-operatives are in certain respect non-profit organizations, they have been classified as private businesses due to their activities and the fact that they belong to members to whom surpluses (in one form or another) are normally redistributed. This being said, private businesses and co-operatives are often examined separately in the report.

- Public and para-public organizations

These establishments include local public administrations (such as municipalities), regional public and para-public organizations (such as the KRG, the health centres, social services and schools, among others), as well as provincial and federal public corporations and administrations.

- Non-profit organizations

The third type of establishment groups together organizations which conduct a wide range of activities and are located quite close to one another in the communities (the administrative offices of the Makivik Corporation and of the landholding corporations are considered along with childcare centres, Taqramiut Nipingat Inc., the Avataq Cultural Institute, etc.). The only trait that these organizations share, and which serves as criterion here, lies in their charters: they are non-profit organizations. It should nonetheless be noted that most of the Makivik Corporation's subsidiaries are considered in this report as private businesses.

- **Industry classification**

Employers have also been classified according to the sector in which they exercise their activities. This makes it possible to determine the fields in which employees work in Nunavik. The current classification used by Statistics Canada, specifically the two-digit North American Industry Classification System (NAICS, 2002) was used in the report :

- 11 Agriculture, Forestry, Fishing and Hunting
- 21 Mining, Oil and Gas Extraction
- 22 Utilities
- 23 Construction
- 31-33 Manufacturing
- 41 Wholesale Trade
- 44-45 Retail Trade
- 48-49 Transportation and Warehousing
- 51 Information and Cultural Industries
- 52 Finance and Insurance
- 53 Real Estate and Rental and Leasing
- 54 Professional, Scientific and Technical Services
- 55 Management of Companies and Enterprises
- 56 Administrative and Support, Waste Management and Sanitation Services
- 61 Educational Services
- 62 Health Care and Social Assistance
- 71 Arts, Entertainment and Recreation
- 72 Accommodation and Food Services
- 81 Other Services (except Public Administration)
- 91 Public Administration

- **National Occupational Classification**

Instead of classifying jobs according to employers (type of establishment and industry), the National Occupational Classification (NOC) classifies jobs according to type. This classification was developed in 1991 by Human Resources Development Canada following consultations on occupations practised in the country. It has been updated several times since. The NOC consists of 26 main job groups (identified with a two-digit code), 140 subgroups (identified with a three-digit code) and 520 unit groups (identified with a four-digit code). For example, the group 12 comprises Skilled Administrative and Business Occupations, the subgroup 124 comprises secretarial staff, and the unit group 1241 comprises secretaries (except legal and medical).

All the jobs identified under the survey were labelled with a four-digit NOC code. In the report, however, analysis is limited to the 26 main groups:

- 00 Senior management occupations
- 01-09 Middle and other management occupations
- 11 Professional occupations in business and finance
- 12 Skilled administrative and business occupations
- 14 Clerical occupations

- 21 Professional occupations in natural and applied sciences
- 22 Technical occupations related to natural and applied sciences
- 31 Professional occupations in health
- 32 Technical and skilled occupations in health
- 34 Assisting occupations in support of health services
- 41 Professional occupations in social science, education, government services and religion
- 42 Paraprofessional occupations in law, social services, education and religion
- 51 Professional occupations in art and culture
- 52 Technical and skilled occupations in art, culture, recreation and sport
- 62 Skilled sales and service occupations
- 64 Intermediate sales and service occupations
- 66 Elemental sales and service occupations
- 72-73 Trades and skilled transport and equipment operators
- 74 Intermediate occupations in transport, equipment operation, installation and maintenance
- 76 Trades helpers, construction labourers and related occupations
- 82 Skilled occupations in primary industry
- 84 Intermediate occupations in primary industry
- 86 Labourers in primary industry
- 92 Processing, manufacturing and utilities supervisors and skilled operators
- 94-95 Processing and manufacturing machine operators and assemblers
- 96 Labourers in processing, manufacturing and utilities

- **Beneficiaries and non-beneficiaries**

Employees have also been classified according to their status in Nunavik, distinguishing between beneficiaries of the *James Bay and Northern Québec Agreement* and those who are not beneficiaries of the Agreement. This distinction seems to be more real than the ethnic difference between Aboriginals and non-Aboriginals since non-Aboriginals married to Aboriginals, as well as the children born to them, acquire beneficiary status and the rights this entails in Nunavik.

REGULAR FULL-TIME JOBS IN NUNAVIK

Regular full-time jobs are those that represent a full workload (30 hours or more per week) on a regular basis all year-round or for a major part of the year (full-time teachers, for example).

1.1 General results and comparison with previous surveys

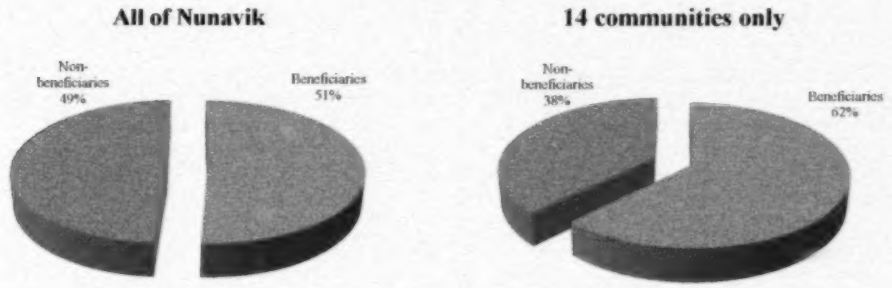
1.1.1 General results

TABLE 1.1
REGULAR FULL-TIME JOBS
AND DISTRIBUTION BY STATUS AND SEX

	All of Nunavik		Communities only		Mining sites only	
Total	**4179**		**3171**		**1008**	
Beneficiaries	2124	51%	1976	62%	148	15%
Non-beneficiaries	2055	49%	1195	38%	860	85%
Men	2492	60%	1587	50%	905	90%
Women	1687	40%	1584	50%	103	10%

Overall, 4179 regular full-time jobs were identified in Nunavik in 2011 (including jobs outside of the communities in the mining sector). The number of beneficiaries holding regular full-time jobs was 2124 compared to 2055 for non-beneficiaries. This means that beneficiaries held 51% of regular full-time jobs in 2011 and non-beneficiaries, 49%.

GRAPH 1.1
REGULAR FULL-TIME JOBS BY STATUS



If only the jobs in the 14 communities of Nunavik are considered and not the jobs at mining sites, the portrait is far different: 62% are occupied by beneficiaries and 38% by non-beneficiaries. The ratio of men and women with regular full-time jobs also changes dramatically, from 60% for men and 40% for women for all of Nunavik to a situation of parity in the communities. In fact, these results illustrate a known reality: 85% of jobs in the mining sector are held by workers from outside of the region and 90% by men.

GRAPH 1.2
REGULAR FULL-TIME JOBS BY SEX

Mining-site jobs are generally included in the results presented in this report because they are an integral part of the Nunavik labour market. As well, mining-sector employers in Nunavik have taken advantage of government vocational training programs and related subsidies, in particular from the KRG.

1.1.2 Comparison with previous surveys

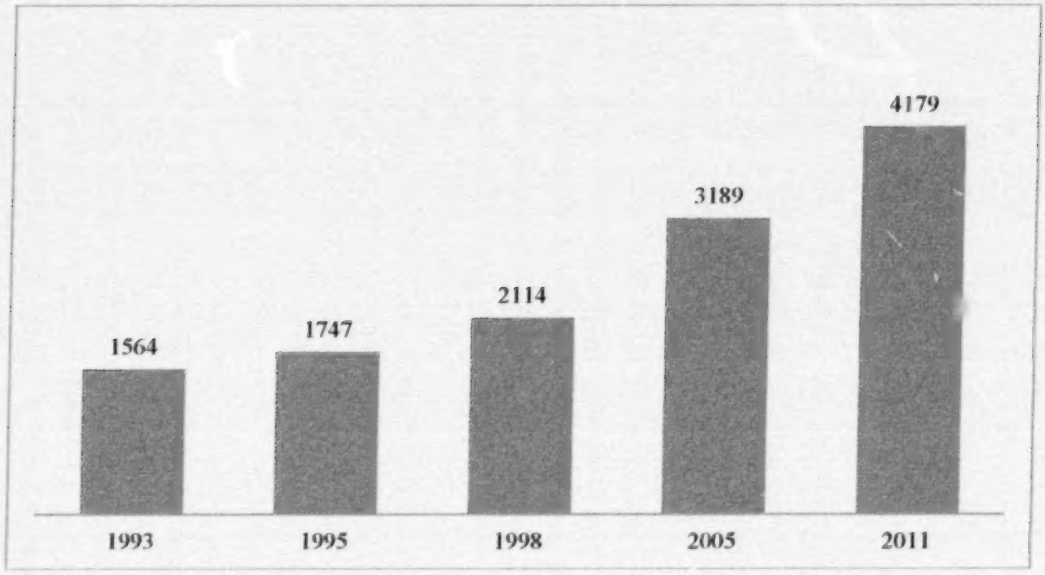
Table 1.2 summarizes the results of the job surveys carried out in 1993, 1995, 1998, 2005 and 2011: the total number of full-time jobs as well as the distribution of jobs between beneficiaries and non-beneficiaries, and between men and women.

TABLE 1.2
REGULAR FULL-TIME JOBS BY SURVEY
AND BY STATUS AND SEX

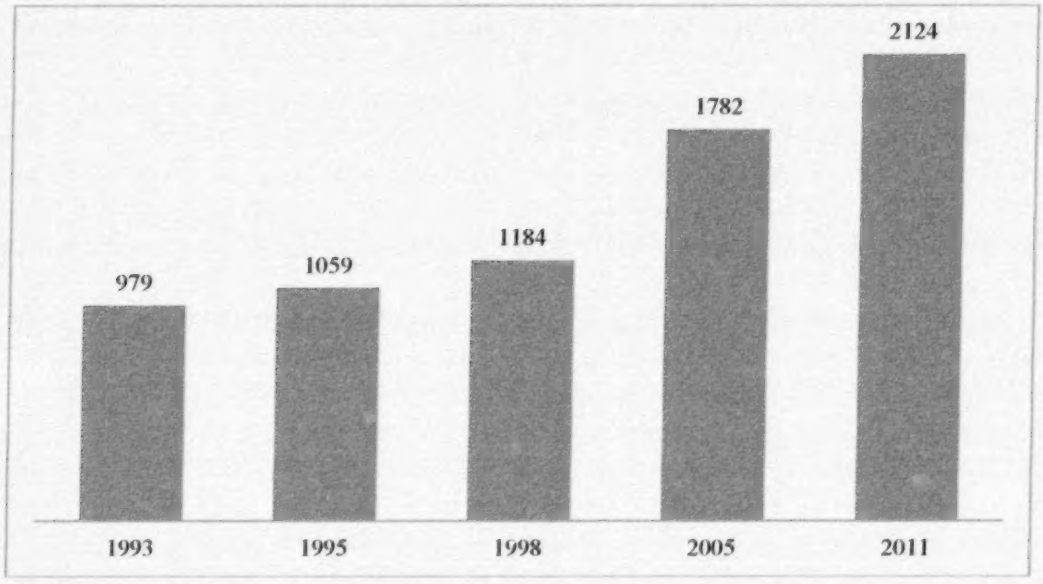
	1993		1995		1998		2005		2011	
Total	**1564**		**1747**		**2114**		**3189**		**4179**	
Beneficiaries	979	63%	1059	61%	1184	56%	1782	56%	2124	51%
Non-beneficiaries	585	37%	688	39%	930	44%	1407	44%	2055	49%
Men	972	62%	1087	62%	1395	66%	1863	58%	2492	60%
Women	592	38%	660	38%	719	34%	1326	42%	1687	40%

The 4179 regular full-time jobs identified in 2011 represent an increase of 31% over the 3189 jobs identified in 2005. If mining sites are excluded, the increase is 21% for the same period. Compared with the first KRG job survey in 1993, 2615 more jobs were identified in 2011, representing the creation of an average of roughly 145 new jobs annually.

GRAPH 1.3
REGULAR FULL-TIME JOBS BY THE SURVEYS CONDUCTED IN 1993, 1995, 1998, 2005 AND 2011

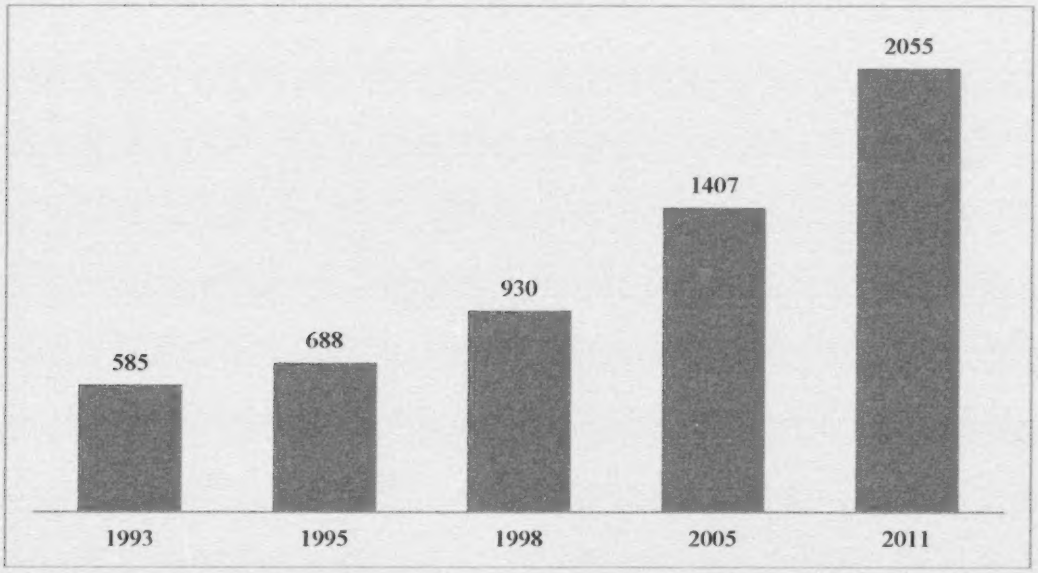


GRAPH 1.4
REGULAR FULL-TIME JOBS HELD BY BENEFICIARIES ACCORDING TO THE SURVEYS CONDUCTED IN 1993, 1995, 1998, 2005 AND 2011



The number of beneficiaries holding regular full-time jobs grew by 19% between 2005 and 2011. Since the first job survey was conducted in 1993, 1145 more jobs are held by beneficiaries.

GRAPH 1.5
REGULAR FULL-TIME JOBS HELD BY NON-BENEFICIARIES ACCORDING TO THE SURVEYS CONDUCTED IN 1993, 1995, 1998, 2005 AND 2011



The number of non-beneficiaries holding regular full-time jobs grew by 46% between 2005 and 2011. The increase in non-beneficiaries holding full-time jobs is therefore greater than the increase for beneficiaries due in large part to the strong growth of the mining sector with workers from outside of the region.

Between 2005 and 2011, 990 full-time jobs were added to the Nunavik labour market, of which 342 were filled by beneficiaries and 648 by non-beneficiaries. As a result, the distribution of full-time jobs between the two groups has changed since 2005. Specifically, the presence of workers from outside of the region has increased, with this group taking close to two thirds of all new jobs.

1.1.3 Men and women

In the 1990s, the percentage of men holding full-time jobs was always over 60%. In 2005, this percentage dropped to 58% and, in 2011, it climbed back to 60%. The large difference in the distributions of full-time jobs by sex, in communities only on the one hand and including mining sites on the other hand, were noted above. Under the 2005 job survey, if mining sites were excluded and only communities were considered, 49% of full-time jobs were held by women; in 2011, this ratio was 50%. In other words, the situation of women holding full-time jobs in the communities (excluding mining sites) is fully comparable with the situation in 2005.

1.2 Regular full-time jobs by type of establishment

1.2.1 General results

What types of establishments employ Nunavik's labour force? Are the main employers in the public or private sector? Table 1.3 shows the breakdown of regular full-time jobs by type of establishment and by status and sex.

TABLE 1.3
REGULAR FULL-TIME JOBS BY TYPE OF ESTABLISHMENT

			Beneficiaries		Non-beneficiaries		Men		Women	
	Total	%	No.	%	No.	%	No.	%	No.	%
Private businesses and coops	**1648**	**40%**	**540**	**26%**	**1108**	**54%**	**1291**	**52%**	**357**	**21%**
Cooperatives	217	5%	214	10%	3	0%	107	4%	110	7%
Regional ownership	412	10%	167	8%	245	12%	303	12%	109	6%
Outside ownership	1019	25%	159	8%	860	42%	881	36%	138	8%
Public/para-public organizations	**2188**	**52%**	**1258**	**59%**	**930**	**45%**	**1118**	**45%**	**1070**	**64%**
Local	498	12%	486	23%	12	1%	395	16%	103	6%
Regional	1615	39%	742	35%	873	42%	661	26%	954	57%
Provincial	55	1%	26	1%	29	1%	48	2%	7	1%
Federal	20	0%	4	0%	16	1%	14	1%	6	0%
Non-profit organizations	**343**	**8%**	**326**	**15%**	**17**	**1%**	**83**	**3%**	**260**	**15%**
TOTAL	**4179**		**2124**		**2055**		**2492**		**1687**	

In 2011, of the 4179 full-time workers in Nunavik, 1648 (40%) were employed by private businesses and co-operatives, 2188 (52%) by public and para-public organizations, and 343 (8%) by non-profit organizations.

GRAPH 1.6
REGULAR FULL-TIME JOBS BY TYPE OF ESTABLISHMENT

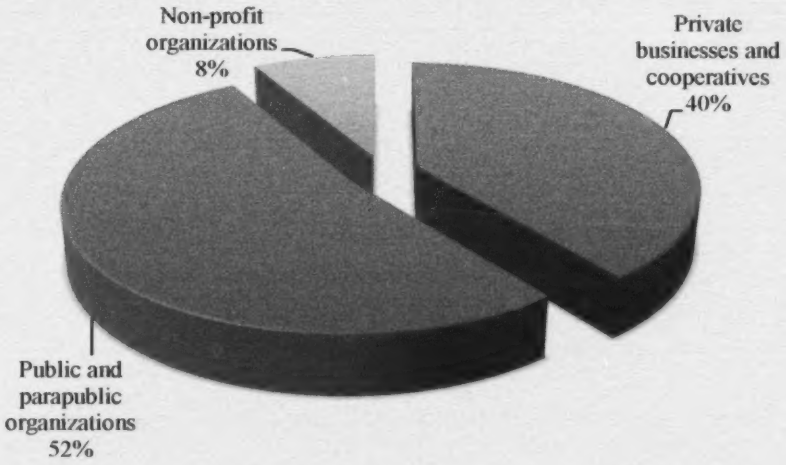


TABLE 1.4
COMPARISON BETWEEN 2005 AND 2011
OF REGULAR FULL-TIME JOBS BY TYPE OF ESTABLISHMENT

	2005		2011	
	No.	%	No.	%
Private busi. and coops	1195	37%	1648	40%
Public/para-public orgs	1660	53%	2188	52%
Non-profit organizations	334	10%	343	8%
TOTAL	3189		4179	

Compared with 2005, there are more jobs in all the types of establishments. The relative weight of the private sector in the labour market grew from 37% to close to 40%, while the relative weight of the public and para-public sector and non-profit sector decreased accordingly. The number of jobs in public and para-public organizations nonetheless increased considerably, especially among regional and local employers.

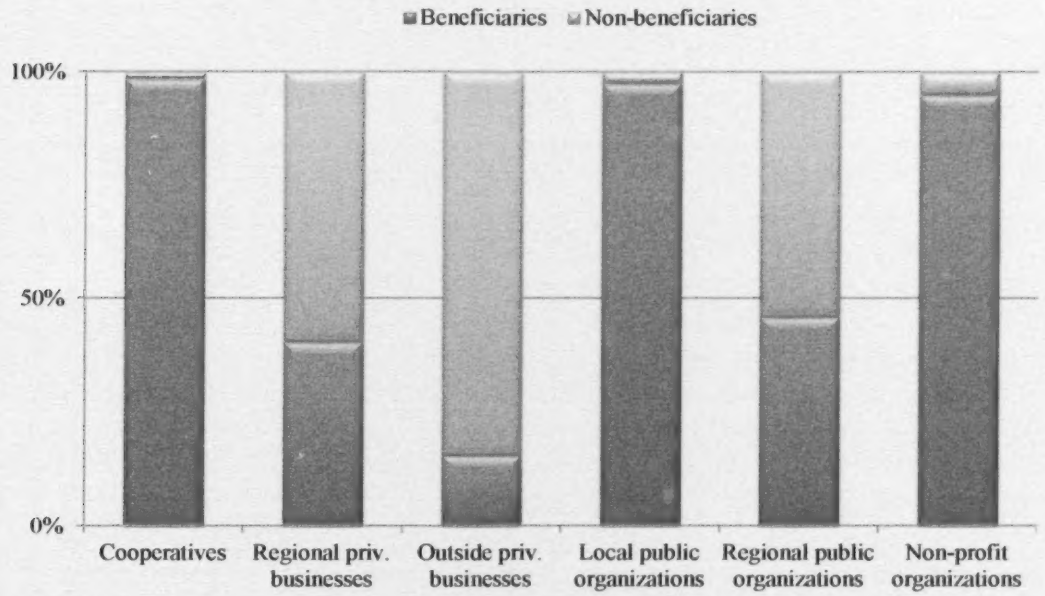
1.2.2 Beneficiaries and non-beneficiaries by type of establishment

Table 1.3 produces a portrait of regular full-time jobs according to status. The distribution of beneficiaries between the different types of establishments shows that 26% work for private businesses or cooperatives, 59% for local and regional public and para-public organizations, and 15% for non-profit organizations.

The distribution of non-beneficiaries is very different: more than half work for private businesses, in particular in businesses with outside ownership. Regarding the public sector, non-beneficiaries are concentrated in regional organizations, as was also noted under previous job surveys.

Considering the distribution of jobs between beneficiaries and non-beneficiaries for each type of establishment, Graph 1.7 shows that beneficiaries hold almost all the full-time jobs with cooperatives, municipalities (local public sector) and non-profit organizations. On the other hand, non-beneficiaries hold most of the jobs with private businesses with outside ownership, in particular in the mining sector. They also hold close to 60% of jobs in the regional private sector and more than half of the jobs in the regional public and para-public sector (including specialized positions in the health, education and public-administration sectors). Overall, these results are comparable with those obtained under the 2005 job survey. Notwithstanding, in 2011 the proportion of non-beneficiaries is slightly higher in regional sectors, both private and public.

GRAPH 1.7
DISTRIBUTION OF BENEFICIARIES AND NON-BENEFICIARIES BY TYPE OF ESTABLISHMENT



1.2.3 Men and women by type of establishment

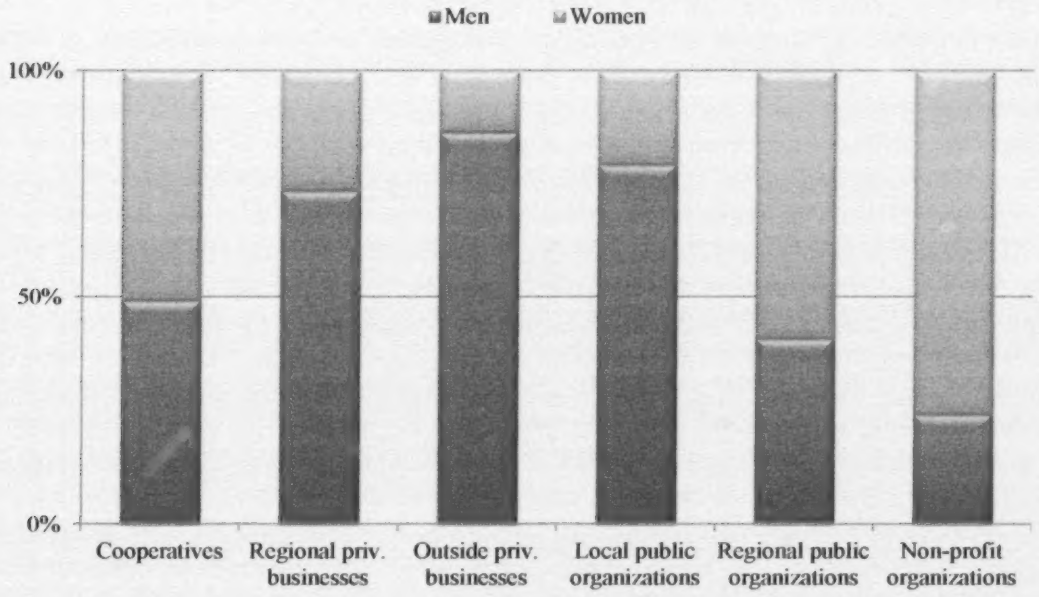
In which establishments do we find a majority of female workers? What types of employers employ especially men?

The second to last column of Table 1.3 shows that private businesses with outside ownership are the biggest employers of men, representing 36% of the labour force. Private businesses and cooperatives together employ more than 50% of full-time male workers. As well, more than a quarter of the male labour force is employed in the regional public and para-public sector. Only 3% of men work for non-profit organizations.

As was the case under previous job surveys, a majority of full-time female labour force is found in the regional public and para-public sector. One fifth of the female labour force is in the private sector (including cooperatives), distributed equally between cooperatives and regional and outside private businesses. Another 15% of the female labour force is employed by non-profit organizations, a much higher proportion than men, in particular due to childcare centres.

Graph 1.8 shows the distribution of men and women by type of establishment. The distribution is completely equal in cooperatives, while men are clearly the majority in private businesses and the local public sector, and women are the majority in regional public organizations and non-profit organizations.

GRAPH 1.8
REGULAR FULL-TIME JOBS HELD BY MEN AND WOMEN ACCORDING TO TYPE OF ESTABLISHMENT



1.3 Regular full-time jobs by type of industry

1.3.1 General results

Table 1.5 shows the distribution of regular full-time jobs by type of industry in accordance with the North American Industry Classification System (NAICS). The high level of activity in the mining sector is reflected in the table by the 899 mining-sector jobs (group 21) to which must also be added the portion of jobs in the construction sector at mining sites (group 23). Full-time jobs in Nunavik are also highly concentrated in the following industries: Health Care and Social Assistance (764 jobs[1]), Public Administration (734 jobs) and Educational Services (652 jobs). For their part, Transportation and Warehousing (286 jobs) and Retail Trade (270 jobs) are among the industries of medium importance.

[1] All childcare jobs are classified under Health Care and Social Assistance.

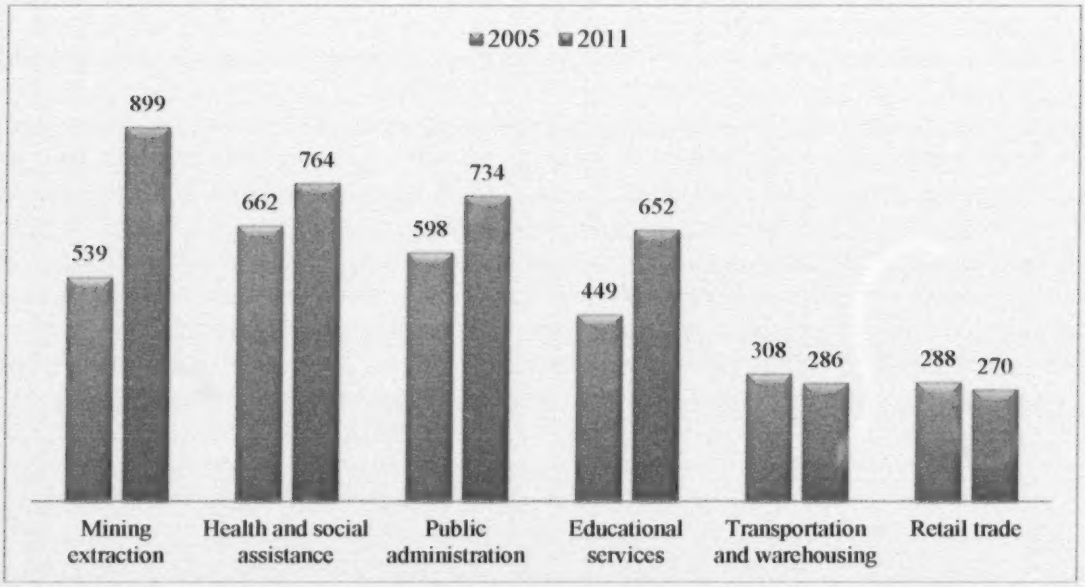
TABLE 1.5
REGULAR FULL-TIME JOBS ACCORDING TO THE NAICS

NAICS	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
11 Agriculture, Forestry, Fishing and Hunting	4	0%	2	0%	2	0%	3	0%	1	0%
21 Mining, Oil and Gas Extraction	899	22%	142	7%	757	37%	797	32%	102	6%
22 Utilities	43	1%	29	1%	14	1%	42	2%	1	0%
23 Construction	151	4%	62	3%	89	4%	133	5%	18	1%
31-33 Manufacturing	3	0%	2	0%	1	0%		0%	3	0%
41 Wholesale Trade	19	0%	14	1%	5	0%	17	1%	2	0%
44-45 Retail Trade	270	6%	215	10%	55	3%	147	6%	123	7%
48-49 Transportation and Warehousing	286	7%	120	6%	166	8%	225	9%	61	4%
51 Information and Cultural Industries	32	1%	28	1%	4	0%	22	1%	10	1%
52 Finance and Insurance	18	0%	12	1%	6	0%	4	0%	14	1%
53 Real Estate and Rental and Leasing	95	2%	72	3%	23	1%	71	3%	24	1%
54 Professional, Scientific and Technical Services	59	1%	14	1%	45	2%	51	2%	8	0%
55 Management of Companies and Enterprises	5	0%	5	0%		0%	5	0%		0%
56 Administrative and Support, Waste Management and Sanitation Services	40	1%	24	1%	16	1%	22	1%	18	1%
61 Educational Services	652	16%	328	15%	324	16%	216	9%	436	26%
62 Health Care and Social Assistance	764	18%	395	19%	369	18%	180	7%	584	35%
71 Arts, Entertainment and Recreation	8	0%	3	0%	5	0%	7	0%	1	0%
72 Accommodation and Food Services	82	2%	53	2%	29	1%	24	1%	58	3%
81 Other Services (except Public Administration)	15	0%	15	1%		0%	9	0%	6	0%
91 Public Administration	734	18%	589	28%	145	7%	517	21%	217	13%
TOTAL	4179		2124		2055		2492		1687	

Compared with 2005, the largest number of jobs were created in Mining, Oil and Gas Extraction (group 21). The strong growth in the mining sector explains this result. As well, several new jobs were created in the education sector (new training centres, etc.) and the public administration and health sectors. These results must however be weighted: in a later section of this report, the part-time jobs[2] identified in 2011 in the education and health sectors diminished in comparison with 2005. Inversely, in 2011 there were more part-time jobs in the retail and transportation sectors, while the full-time jobs in these sectors dipped slightly.

[2] Refer to the section of this report on part-time jobs in Nunavik.

GRAPH 1.9
REGULAR FULL-TIME JOBS IN 2005 AND 2011
IN THE MAIN INDUSTRIES (NAICS) IN NUNAVIK



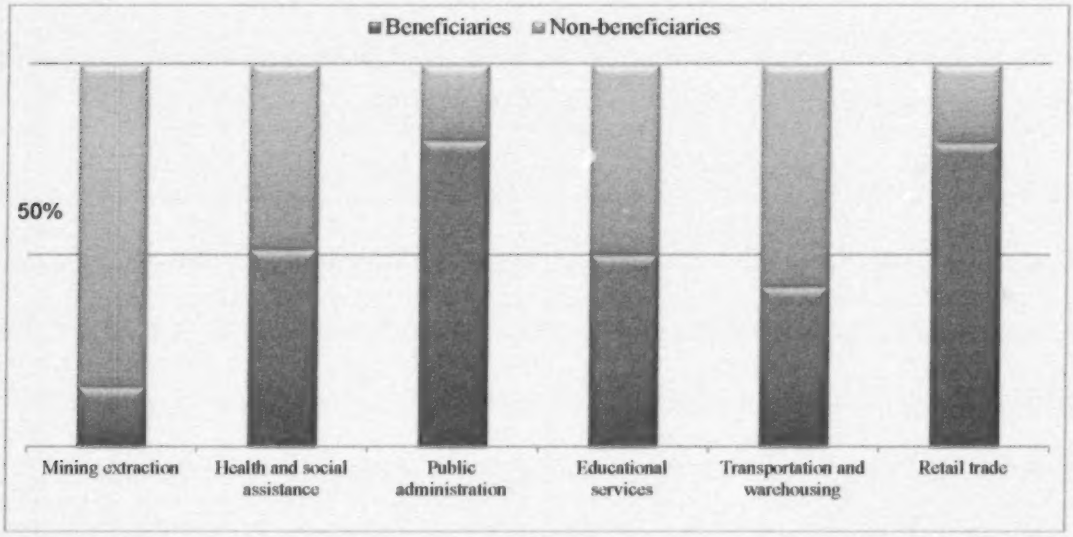
1.3.2 Beneficiaries and non-beneficiaries by type of industry

Table 1.5 shows that, as was the case in 2005, 28% of the beneficiary labour force is employed in Public Administration. Beneficiaries also hold a large number of jobs in Health Care and Social Assistance where they make up 19% of the full-time labour force (these workers are in fact concentrated in social services). Education services employ 15% of the beneficiary labour force. Retail Trade provides employment for more than 200 beneficiaries, while the mining extraction and transportation sectors respectively employ 142 and 120 Inuit workers.

Regarding the non-beneficiary labour force, it is largely concentrated in Mining, Oil and Gas Extraction (37% of non-beneficiary workers). The health care and education sectors are also major employers for non-beneficiary workers, providing more than 300 jobs each. Following in importance are Transportation and Warehousing as well as Public Administration.

Graph 1.10, which compares the different industries by employee status, illustrates the relative importance of both in the main NAICS groups. Beneficiaries hold most of the full-time jobs in Public Administration and Retail Trade, whereas non-beneficiaries hold most of the jobs in the mining sector. Beneficiaries hold a little more than 50% of jobs in Health Care and Social Assistance as well as Educational Services, whereas non-beneficiaries hold 58% of jobs in Transportation and Warehousing. Overall, these results are very similar to the results obtained under the 2005 job survey.

GRAPH 1.10
BENEFICIARIES AND NON-BENEFICIARIES WITH FULL-TIME JOBS IN THE MAIN INDUSTRIES (NAICS) IN NUNAVIK



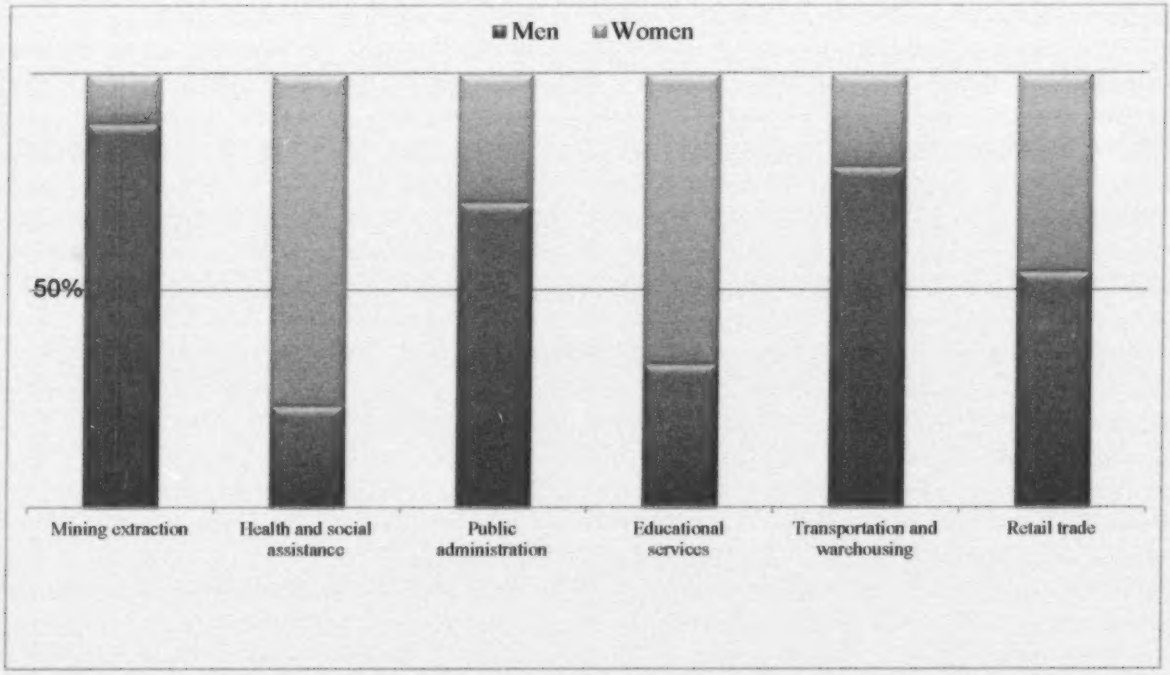
1.3.3 Men and women by type of industry

Table 1.5 shows that close to a third of the male labour force is employed in Mining, Oil and Gas Extraction and more than a fifth work in Public Administration. The transportation and education sectors each employ 9% of the male labour force, Health Care and Social Assistance, 7% and Retail Trade, 6%.

More than 60% of the full-time female labour force is employed in two sectors: Health Care and Social Services (35%) and Educational Services (26%). Public Administration (mainly at the regional level) employs 13% of the female labour force, Retail trade, 7% and Mining, Oil and Gas Extraction, 6%.

Comparing men and women in the main industries (Graph 1.11), it can be observed that women occupy a majority of jobs in Health Care and Social Services and Educational Services, whereas men hold most of the jobs in Mining Extraction, Transportation and Warehousing, as well as Public Administration (mainly at the local level). Men and women are equally represented in Retail Trade.

GRAPH 1.11
MEN AND WOMEN WITH FULL-TIME JOBS
IN THE MAIN INDUSTRIES (NAICS) IN NUNAVIK



1.4 Regular full-time jobs according to the National Occupational Classification

1.4.1 General results

While the classifications by type of establishment and industry categorize jobs according to the nature of employers, the NOC is position-oriented, which is to say it is based on the main functions of the jobs themselves. This classification makes it possible to identify the types of occupations (and groups of occupations) practised by workers in Nunavik. The following results were obtained:

TABLE 1.6
REGULAR FULL-TIME JOBS BY MAIN NOC GROUP

Main groups under the NOC	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
00 Senior management occupations	47	1%	39	2%	8	0%	29	1%	18	1%
01-09 Middle and other management occupations	336	8%	207	10%	129	6%	176	7%	160	9%
11 Professional occupations in business and finance	19	0%	5	0%	14	1%	9	0%	10	1%
12 Skilled administrative and business occupations	250	6%	148	7%	102	5%	81	3%	169	10%
14 Clerical occupations	139	3%	107	5%	32	2%	38	2%	101	6%
21 Professional occupations in natural and applied sciences	102	2%	2	0%	100	5%	83	3%	19	1%
22 Technical occupations related to natural and applied sciences	293	7%	60	3%	233	11%	255	10%	38	2%
31 Professional occupations in health	121	3%	5	0%	116	6%	36	1%	85	5%
32 Technical and skilled occupations in health	28	1%	1	0%	27	1%	6	0%	22	1%
34 Assisting occupations in support of health services	26	1%	19	1%	7	0%	3	0%	23	1%
41 Professional occupations in social sciences, education, government. services and religion	568	14%	214	10%	354	17%	177	7%	391	23%
42 Paraprofessional occupations in law, social services, education and religion	317	8%	258	12%	59	3%	34	1%	283	17%
51 Professional occupations in art and culture	42	1%	34	2%	8	0%	14	1%	28	2%
52 Technical and skilled occupations in art, culture, recreation and sport	51	1%	45	2%	6	0%	32	1%	19	1%
62 Skilled sales and service occupations	194	5%	60	3%	134	7%	134	5%	60	4%
64 Intermediate sales and service occupations	86	2%	59	3%	27	1%	28	1%	58	3%
66 Elemental sales and service occupations	432	10%	387	18%	45	2%	240	10%	192	11%
72-73 Trades and skilled transport and equipment operators	384	9%	122	6%	262	13%	382	15%	2	0%
74 Intermediate occupations in transport, equipment operation, installation and maintenance	323	8%	224	11%	99	5%	317	13%	6	0%
76 Trades helpers, construction labourers and related occupations	87	2%	75	4%	12	1%	87	3%		0%
82 Skilled occupations in primary industry	159	4%	10	0%	149	7%	157	6%	2	0%
84 Intermediate occupations in primary industry	128	3%	14	1%	114	6%	128	5%		0%
86 Labourers in primary industry	32	1%	14	1%	18	1%	31	1%	1	0%
94-95 Processing and manufacturing machine operators and assemblers	15	0%	15	1%		0%	15	1%		0%
	4179	100%	2124	100%	2055	100%	2492	100%	1687	100%

Almost all the main groups under the NOC are represented in Nunavik. More than a fifth of the labour force is concentrated in social science, education and government service occupations (group 41 comprises 14% of all full-time jobs and group 42, 8%). A total of 17% of the labour force works in trades as well as transport and equipment operation (groups 72-73 with 9% and group 74 with 8%). Several of these jobs are in fact in the mining sector and complement groups 82, 84 and 86. The same can be said for science-related groups (groups 21 and 22) in which a number of the 395 jobs are connected to the mining sector (engineers, geologists, analysts, technicians, etc.).

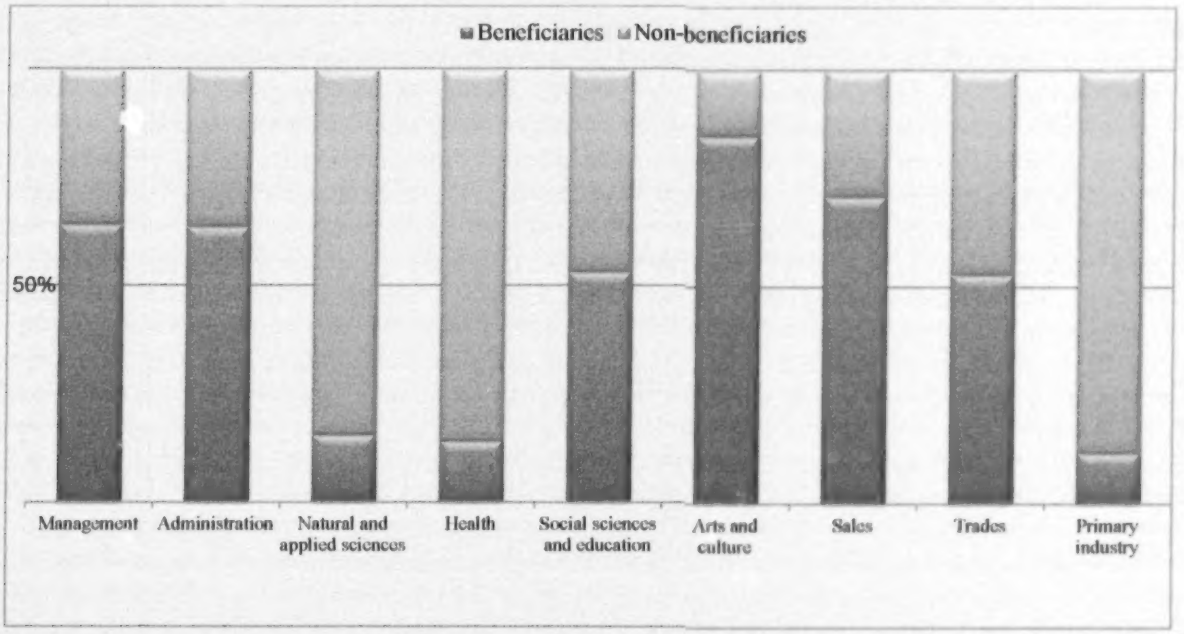
One in ten individuals work full-time in elemental sales and service occupations (group 66). Management occupations make up 9% of the labour force, mainly at the intermediate level (8%). Office workers also constitute 9% of the labour force, mainly in group 12 (6%).

1.4.2 Beneficiaries and non-beneficiaries according to the NOC

Table 1.6 shows that 10% of the beneficiary labour force work in middle management occupations (groups 01-09). Another 12% work in administrative and clerical occupations (groups 12 and 14). As well, 22% of beneficiaries hold jobs related to the law, social services and education (groups 41 and 42). The greatest number of beneficiaries (387 workers) are employed in elemental sales and service occupations (group 66). As well, 11% of beneficiaries work in transportation, equipment operation, installation and maintenance occupations (group 74). These results are proportionally similar to the results obtained under the 2005 job survey. Notwithstanding, a total of 23% of the beneficiary labour force works in trades in the construction and primary-industry sectors (groups that start with the digits 7 and 8) compared with 19% in 2005.

In general, the types of jobs not held by the local labour force are those that require higher levels of education and specialized vocational training. The majority of professionals and technicians in natural and applied sciences (groups 21 and 22) are non-beneficiaries. The same result exists for professionals in health (group 31). Graph 1.12 shows that a little more than half of the workers in social sciences and education are beneficiaries. Table 1.6, however, shows that more non-beneficiaries are professionals (group 41) and that beneficiaries are more likely to hold paraprofessional jobs (group 42). The same results occur for trades where, while beneficiaries hold a little more than half of all the jobs, non-beneficiaries hold more than two thirds of the skilled positions (group 72-73) and beneficiaries largely hold intermediate jobs (group 74) and most trade-helper jobs (group 76). Finally, non-beneficiaries hold a large majority of the skilled and intermediate jobs in primary industry (groups 82 and 84).

GRAPH 1.12
BENEFICIARIES AND NON-BENEFICIARIES WITH FULL-TIME JOBS BY MAIN NOC GROUP

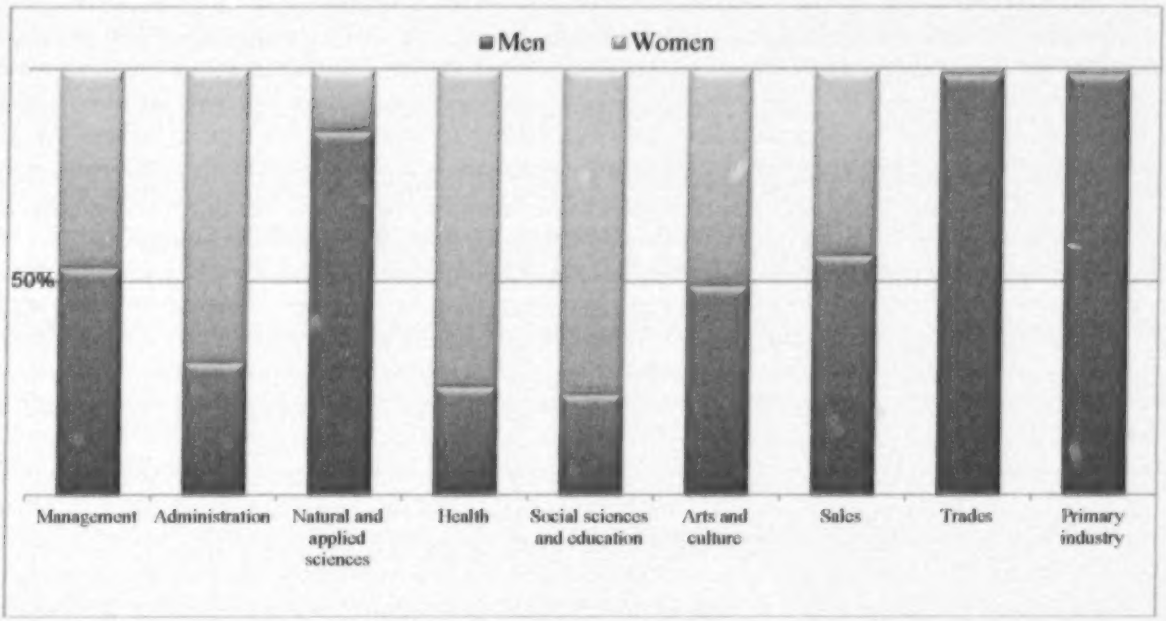


1.4.3 Men and women according to the NOC

Exactly as was the case under the 2005 job survey, more than 30% of the full-time male labour force hold trades jobs (groups 72-73, 74 and 76) and 40% of the full-time female labour force work in the social sciences and education sectors (groups 41 and 42).

Comparing men and women in the main NOC groups, Graph 1.13 shows that the male labour force occupies just over half of the jobs in management (groups 00 and 01-09) whereas the female labour force occupies more than two thirds of the jobs in administration (groups 11, 12 and 14). Men hold most of the jobs in natural and applied sciences, and women hold the majority of jobs in health, social sciences and education. Men and women are equally represented in arts and culture, while the distribution is also fairly balanced in sales, with slightly more men than women. Finally, men monopolize the jobs in trades and in primary industry.

GRAPH 1.13
MEN AND WOMEN WITH FULL-TIME JOBS
BY MAJOR NOC GROUP



1.5 Regular full-time jobs by community

Table 1.7 shows the number of regular full-time jobs identified in each Nunavik community in 1993, 1995, 1998, 2005 and 2011.

In 2011, there were more jobs in all the communities compared with 2005. With a quarter of all full-time jobs, Kuujjuaq remains the main job market in Nunavik. Notwithstanding,

the number of jobs at mining sites is now comparable to Kuujjuaq[3], followed by the largest communities with much lower job rates in the following order: Puvirnituq, Inukjuak and Salluit.

TABLE 1.7
REGULAR FULL-TIME JOBS BY COMMUNITY

	1993		1995		1998		2005		2011	
Community	(No.)	(%)	(No.)	(%)	(No.)	(%)	(No.)	(%)	(No.)	(%)
Akulivik	54	3%	55	3%	59	3%	81	3%	103	2%
Aupaluk	26	2%	29	2%	30	1%	48	2%	60	1%
Inukjuak	150	10%	149	9%	184	9%	239	7%	283	7%
Ivujivik	38	2%	46	3%	48	2%	69	2%	79	2%
Kangiqsualujjuaq	63	4%	80	5%	78	4%	103	3%	139	3%
Kangiqsujuaq	55	4%	63	4%	66	3%	107	3%	153	4%
Kangirsuk	43	3%	53	3%	53	3%	82	3%	110	3%
Kuujjuaq	507	32%	545	31%	572	27%	813	25%	1015	24%
Kuujjuarapik	150	10%	161	9%	135	6%	153	5%	181	4%
Puvirnituq	234	15%	240	14%	244	12%	309	10%	363	9%
Quaqtaq	42	3%	46	3%	45	2%	77	2%	89	2%
Salluit	125	8%	141	8%	121	6%	203	6%	246	6%
Tasiujaq	30	2%	30	2%	37	2%	61	2%	78	2%
Umiujaq	47	3%	47	3%	45	2%	71	2%	91	2%
Mining sites	0	0%	62	4%	397	19%	562	18%	1008	24%
Regional	0	0%	0	0%	0	0%	211	7%	181	4%
Total	**1564**		**1747**		**2114**		**3189**		**4179**	

Finally, 181 jobs were identified in the regional category in 2011; these jobs are performed throughout the region rather than in a specific community. For example, many jobs in air transportation, maintenance and construction were classified as regional under the 2005 and 2011 job surveys, in contrast to previous surveys.

1.6 Training required for regular full-time jobs

1.6.1 Notes on required training data

This section discusses the training normally required to hold a full-time job in Nunavik and not the actual education level of the workers holding the positions. It must therefore be kept in mind when interpreting the following data that certain workers do not have the required level of training.

1.6.2 General results

Table 1.8 shows regular full-time jobs according to the level of training normally required.

[3] Given expected job growth in the mining sector, it is only a matter of time before all mining sites combined surpass Kuujjuaq in terms of the number of jobs.

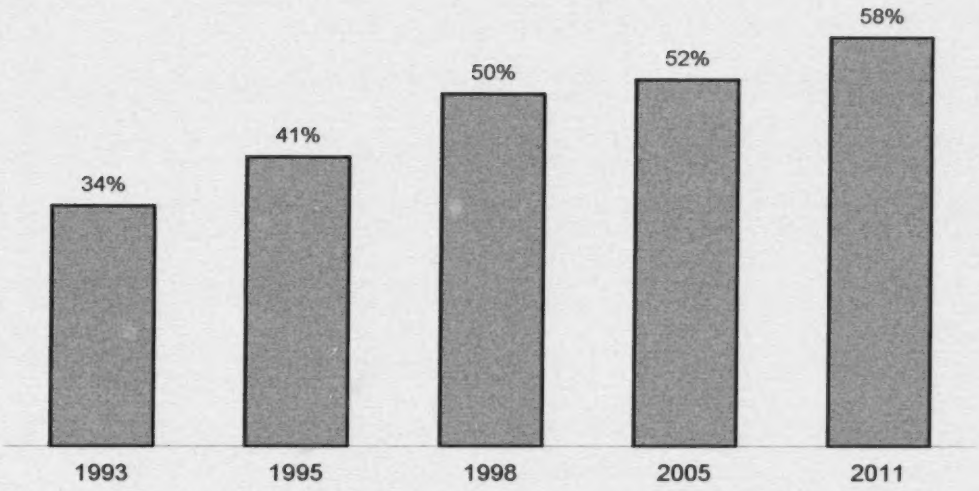
TABLE 1.8
TRAINING REQUIRED FOR REGULAR FULL-TIME JOBS

Training required	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
None	113	3%	111	5%	2	0%	94	4%	19	1%
Secondary	508	12%	423	20%	85	4%	232	9%	276	16%
Vocational	543	13%	470	22%	73	3%	409	16%	134	8%
Secondary V	608	15%	451	21%	157	8%	241	10%	367	22%
Trades	946	23%	195	9%	751	37%	913	37%	33	2%
College	632	15%	268	13%	364	18%	259	10%	373	22%
University	829	20%	206	10%	623	30%	344	14%	485	29%
Total	4179	100%	2124	100%	2055	100%	2492	100%	1687	100%

As was the case in previous surveys, the jobs on the Nunavik labour market require a high level of education and training. Taking into account the high number of jobs identified in 2011 in the mining and construction sectors, 23% of full-time jobs require trades certification (or trades apprenticeship); one in five jobs require a university diploma; 15% of jobs require a college diploma; and another 15% of jobs require a secondary V diploma. Full-time jobs requiring relatively low levels of training total less than 30% of the labour market: 3% require no training, 12% require some secondary education and 13% require vocational training through courses or on-the-job training.

Graph 1.14 shows the progression of labour demand in Nunavik from one job survey to the next for jobs requiring trades certification, a college diploma or a university diploma. In 1993, these jobs represented 34% of the full-time labour force; in 1995, 41%; in 1998, 50%; in 2005, 52%; and in 2011, 58%. The increase noted in 2011 is mainly produced by new construction and mining extraction jobs, although there were also more jobs requiring college or university diplomas.

GRAPH 1.14
SKILLED LABOUR FORCE IN NUNAVIK
PERCENTAGE OF FULL-TIME JOBS REQUIRING A POST-SECONDARY DIPLOMA OR TRADES CERTIFICATION



1.6.3 Beneficiaries and non-beneficiaries

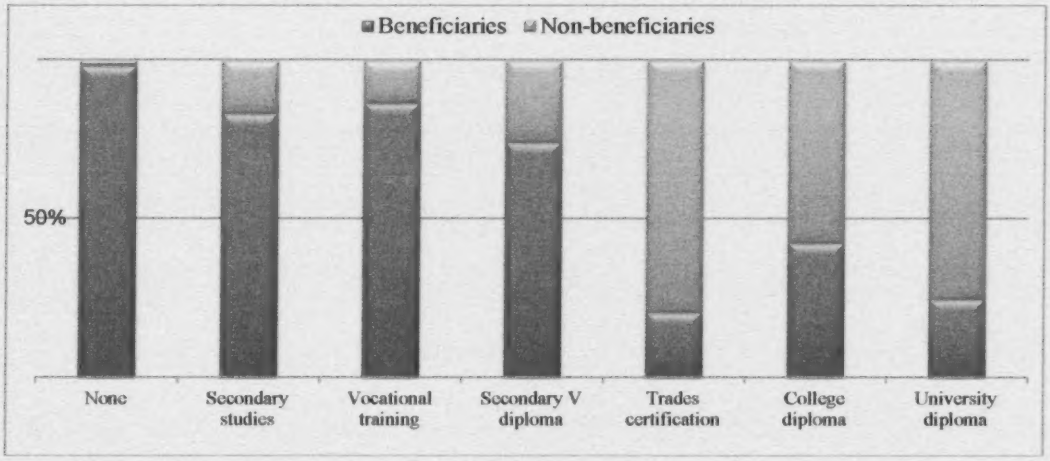
Table 1.8 also shows the distribution of beneficiaries and non-beneficiaries according to the training required to perform the full-time jobs identified under the survey. Many beneficiaries hold jobs that require some secondary studies, a secondary V diploma or vocational training. Notwithstanding, close to a third of the beneficiary labour force hold jobs that require trades certification (9%), a college diploma (13%) or a university diploma (10%). These percentages were respectively 5%, 14% and 9% under the 2005 job survey. There are therefore now proportionally more beneficiaries in trades jobs: 195 workers in 2011 compared with 96 in 2005[4].

In 2011, 85% of non-beneficiaries held full-time jobs requiring trades certification (37%), a university diploma (30%) or a college diploma (18%). These percentages were respectively 34%, 31% and 16% under the 2005 job survey.

Graph 1.15 shows the distribution of jobs between beneficiaries and non-beneficiaries for each level of education. For jobs requiring trades certification or a university diploma, a large majority of workers are non-beneficiaries. Quite a number of beneficiaries hold jobs requiring a college diploma, in particular because these jobs include childcare educators.

GRAPH 1.15
BENEFICIAIRES AND NON-BENEFICIARIES BY TRAINING REQUIRED TO HOLD THE FULL-TIME JOBS

[4] This does not mean that 195 workers possess competency certificates but, rather, that they are working at jobs that normally require trades or equivalent training, and they may be apprenticing.

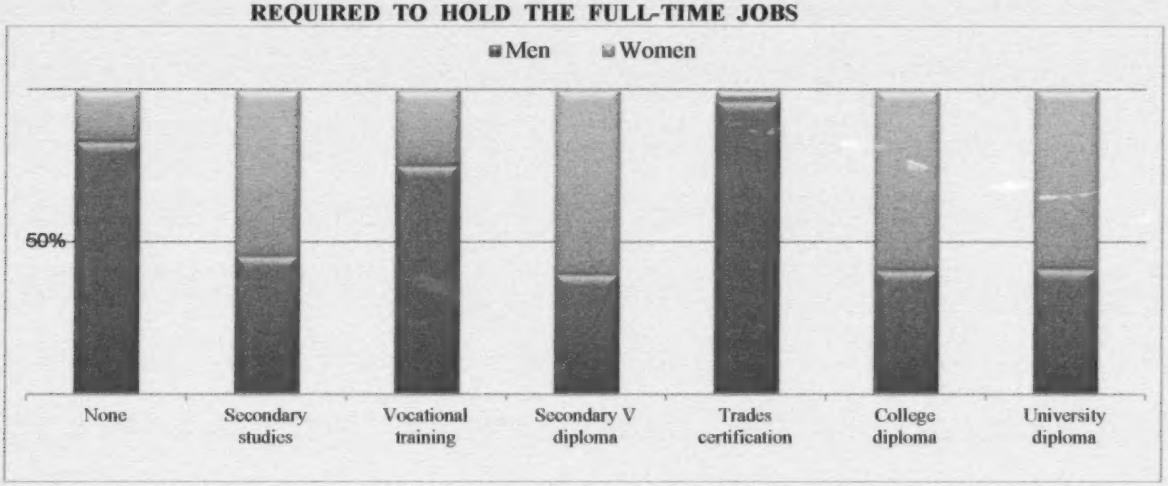


1.6.4 Men and women

Table 1.8 shows that more than half of the male labour force hold jobs that require trades certification (37%) or vocational training (16%). The female labour force is concentrated in jobs that require a university (29%), college (22%) or a secondary V (22%) diploma. These results are similar to the results obtained under the 2005 job survey.

Graph 1.16 shows that men are especially present in jobs that require trades certification, vocational training or no education at all. Women mostly hold jobs that require a college, university or secondary V diploma or some secondary studies. Therefore, on average women hold jobs that require more education, with the exception of trades.

GRAPH 1.16
MEN AND WOMEN BY TRAINING
REQUIRED TO HOLD THE FULL-TIME JOBS



1.7 Remuneration for regular full-time jobs

1.7.1 Notes on remuneration

This section deals with the average level of remuneration for the different positions identified, excluding employee benefits and remote-region premiums. The goal was not to establish actual individual income but rather to obtain an indicator of the level of annual remuneration for each job identified under the survey.

The statistics in this section must be interpreted in light of these parameters. Discussion is moreover limited to regular full-time jobs to avoid the pitfalls of converting remuneration for part-time and seasonal employment into annual income.

The levels of remuneration used in this report are comparable to those used under previous job surveys.

- less than $30,000[5];
- between $30,000 and $39,999;
- between $40,000 and $49,999;
- $50,000 or more.

1.7.2 Regular full-time jobs by level of remuneration

The following table shows the distribution of jobs and employees by level of remuneration.

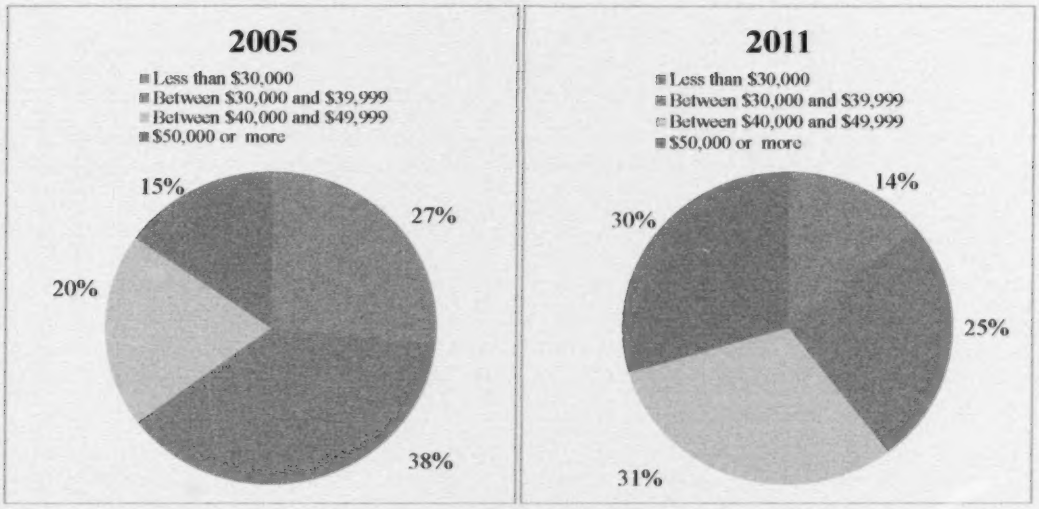
TABLE 1.9
FULL-TIME JOBS AND EMPLOYEESS BY LEVEL OF REMUNERATION

	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
Less than $30,000	591	14%	478	23%	113	6%	263	11%	328	19%
Between $30,000 and $39,999	1060	25%	832	39%	228	11%	525	21%	535	32%
Between $40,000 and $49,999	1289	31%	625	29%	664	32%	657	26%	632	38%
$50,000 or more	1239	30%	189	9%	1050	51%	1047	42%	192	11%
Total	4179	100%	2124	100%	2055	100%	2492	100%	1687	100%

One full-time job in seven (or 14%) provided remuneration of less than $30,000 per year in 2011. One quarter of workers were paid between $30,000 and $39,999 annually; 31% of workers received between $40,000 and $49,999 annually; while 30% received $50,000 or more. The following graph compares these results with those obtained under the 2005 job survey.

GRAPH 1.17
DISTRIBUTION OF FULL-TIME JOBS BY LEVEL OF REMUNERATION IN 2005 AND 2011

[5] Previous surveys included a *less than $20,000* category which became obsolete in 2011.



Six years elapsed between the 2005 and the 2011 job surveys. It is therefore not surprising to observe more jobs in higher levels of remuneration. As well, many jobs were created in the mining sector where skilled jobs are better remunerated. In summary, 30% of full-time jobs in 2011 paid $50,000 or more, compared with 15% in 2005; and 31% paid between $40,000 and $49,999 annually in 2011, compared with 20% in 2005. Inversely, there are fewer full-time jobs in lower-paid categories: 27% of full-time jobs paid $30,000 or less in 2005, compared with only 14% in 2011; and 38% paid between $30,000 and $39,999, compared with only 25% in 2011. This means that, throughout Nunavik, the average remuneration of full-time jobs increased between 2005 and 2011[6].

1.7.3 Level of remuneration by status and sex

Table 1.9 also shows distribution of wage levels by status and sex.

As shown under previous job surveys, non-beneficiaries hold higher paid jobs than beneficiaries. In 2011, there were many more non-beneficiaries paid $50,000 or more annually. In fact, 51% of non-beneficiaries were receiving $50,000 or more, compared with 9% of beneficiaries. The two lowest remuneration brackets include 61% of beneficiaries, compared with only 17% of non-beneficiaries. Section 1.6 shows that jobs requiring trades certification or a university diploma are largely held by non-beneficiaries; moreover, these jobs pay on average higher levels of remuneration.

High levels of remuneration in the mining sector (comprising largely men) go a long way to explain the greater proportion of men than women in the highest category of remuneration: 42% of men earn $50,000 or more, compared with 11% of women. On the other hand, 38% of women earn between $40,000 and $49,999, compared with 26% of men. Half of the female work force hold full-time jobs that pay less than $40,000, compared with a third of the male work force.

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6 These results do not provide any insight into the purchasing power of Nunavik workers, since remuneration is not compared with cost of living.

1.7.4 Level of remuneration and required training

By juxtaposing training and income, it is possible to conclude that the more specialized a worker's training (post-secondary or trades certification), the better that worker's chances of holding a higher paid job, as shown in Table 1.10 and Graph 1.18.

TABLE 1.10
PERCENTAGE OF FULL-TIME JOBS BY LEVEL OF REMUNERATION AND REQUIRED TRAINING

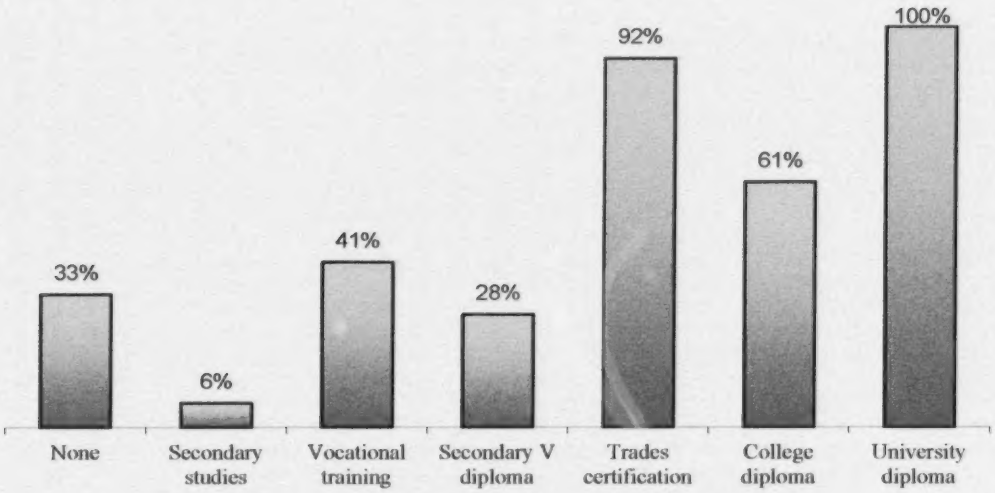
	Less than $30,000	Between $30,000 and $39,999	Between $40,000 and $49,999	$50,000 and more
None	45%	22%	3%	30%
Secondary studies	81%	13%	6%	0%
Vocational training	13%	46%	37%	4%
Secondary V	10%	62%	22%	6%
Trades certification	0%	8%	17%	75%
College diploma	0%	39%	40%	21%
University diploma	0%	0%	63%	37%

The jobs that require trades certification are well paid in Nunavik: three quarters of workers receive $50,000 or more annually. Of course, all the positions in the mining sector serve to improve the statistics for these types of jobs.

Workers who hold jobs that require university studies all receive more than $40,000 annually (and 37% of these receive more than $50,000). Four jobs in ten that require college studies receive between $40,000 and $49,999 and one in five receive more than $50,000.

In contrast, the majority of full-time workers in jobs that require some secondary studies receive less than $30,000 annually. Jobs that require a secondary V diploma for the most part receive between $30,000 and $39,999, whereas those that require vocational training without trades certification are situated in the two middle remuneration brackets (between $30,000 and $50,000 annually). The jobs that do not require training are unique since they include well-remunerated elected positions and poorly remunerated junior positions.

GRAPH 1.18
PERCENTAGE OF WORKERS WHO EARN MORE THAN $40,000 IN RELATION TO THE TRAINING REQUIRED TO HOLD THE JOBS



Graph 1.18 shows the proportion of full-time workers who receive $40,000 or more annually in relation to the training required to hold the jobs. Besides the unique factors mentioned above regarding jobs that require no training, the results clearly show that the best-educated or trained workers are better remunerated than those with a lower level of education. These results are similar to the results obtained under the 2005 job survey.

PART-TIME JOBS IN NUNAVIK

2.1 Notes concerning the data on part-time jobs

The part-time jobs contemplated in this section encompass jobs that do not represent a full workload spread over an entire year. They therefore comprise all types of jobs other than regular full-time jobs, which is to say all regular part-time jobs as well as seasonal and casual jobs.

Some part-time jobs are by nature more difficult to identify. While regular full-time jobs exist year-round, several part-time jobs may not have been open at the time of the job survey (seasonal jobs) or may be unpredictable (as is the case for most casual jobs). Secondly, some jobs are hard to classify. The differences between a full-time job and a part-time job, or between a casual job and a seasonal job can sometimes be tenuous. As well, organizations may employ individuals on occasion to replace absent staff or as consultants for specific projects. For instance, the Kativik School Board replaces absent teachers and maintenance staff on a regular basis. Similar situations must very certainly occur with the other organizations that participated in the survey. The survey certainly did not identify all the available jobs. Nevertheless, it did manage to identify enough part-time jobs to produce a realistic portrait of the situation in Nunavik. Each of the different types of part-time jobs are dealt with in a separate section.

- regular part-time jobs;
- seasonal jobs;
- casual jobs.

2.2 Regular part-time jobs

Regular part-time jobs are those that represent a workload of less than 30 hours per week on a regular basis year-round or for a major part of the year (part-time secretaries, for example).

2.2.1 General results and comparison with previous surveys

Overall, 1044 regular part-time jobs were identified in Nunavik in 2011. Beneficiaries held 86% of these positions.

GRAPH 2.1
REGULAR PART-TIME JOBS BY STATUS

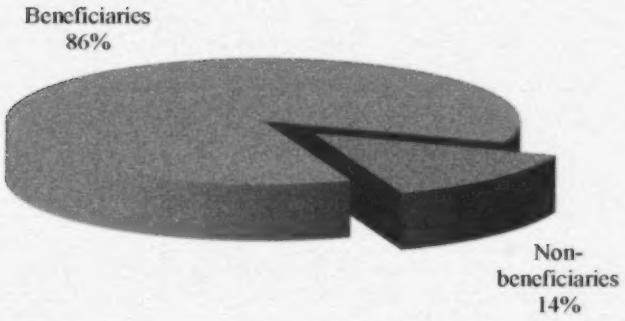


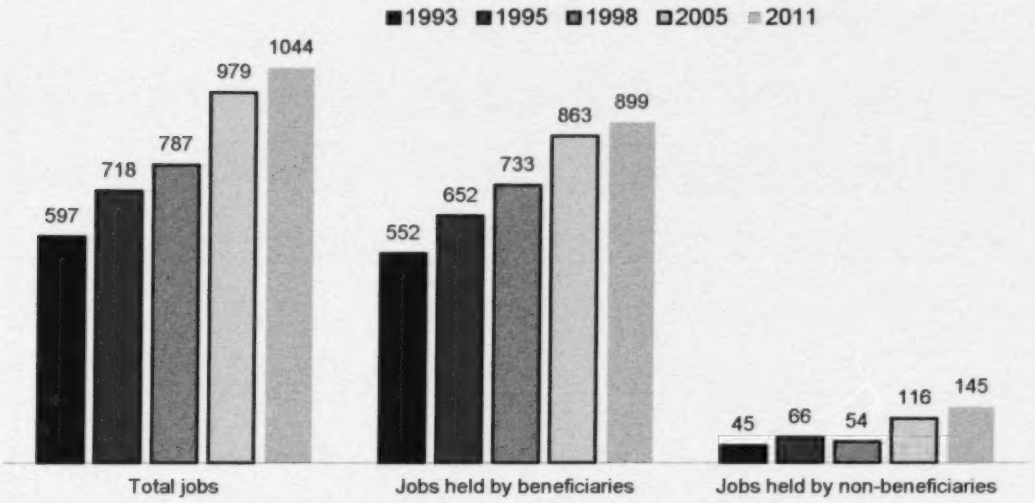
Table 2.1 summarizes the results of the job surveys carried out in 1993, 1995, 1998, 2005 and 2011: the total number of regular part-time jobs, as well as the distribution of these jobs between beneficiaries and non-beneficiaries, and between men and women.

TABLE 2.1
REGULAR PART-TIME JOBS BY SURVEY
AND BY STATUS AND SEX

	1993		1995		1998		2005		2011	
Total	**597**	**(%)**	**718**	**(%)**	**787**	**(%)**	**979**	**(%)**	**1044**	**(%)**
Beneficiaries	552	92%	652	91%	733	93%	863	88%	899	86%
Non-beneficiaries	45	8%	66	9%	54	7%	116	12%	145	14%
Men	257	43%	279	39%	326	41%	445	45%	490	47%
Women	340	57%	439	61%	461	59%	534	55%	554	53%

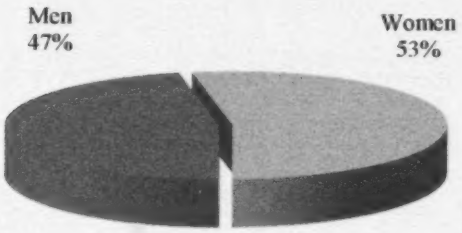
Regular part-time jobs grew by 7% between 2005 and 2011 in Nunavik. This growth is much lower than regular full-time jobs that jumped by 31% over the same period (or by 21% if mining sites are excluded). Beneficiaries continue to hold a large majority of part-time jobs, although the number of non-beneficiaries increased by 25% between 2005 and 2011 (from 116 to 145). Graph 2.2 illustrates these increases under the different job surveys.

GRAPH 2.2
REGULAR PART-TIME JOBS BY STATUS ACCORDING TO THE SURVEYS CONDUCTED IN 1993, 1995, 1998, 2005 AND 2011



Under previous job surveys, women held between 55% and 61% of regular part-time jobs. In 2011, women still hold the majority of the jobs in this category, but barely so: men represent 47% of the part-time labour force. This result does not change significantly if only beneficiaries are considered: 55% women and 45% men.

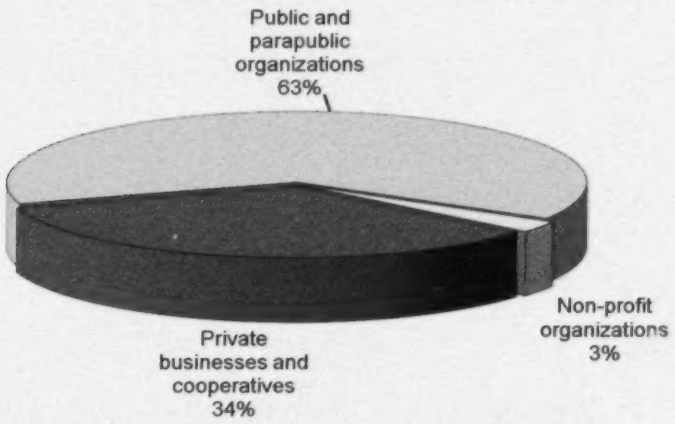
GRAPH 2.3
REGULAR PART-TIME JOBS BY SEX



2.2.2 Regular part-time jobs by type of establishment and industry

Graph 2.4 shows that 63% of the regular part-time positions are in public and para-public organizations, and a little more than a third in private businesses and cooperatives.

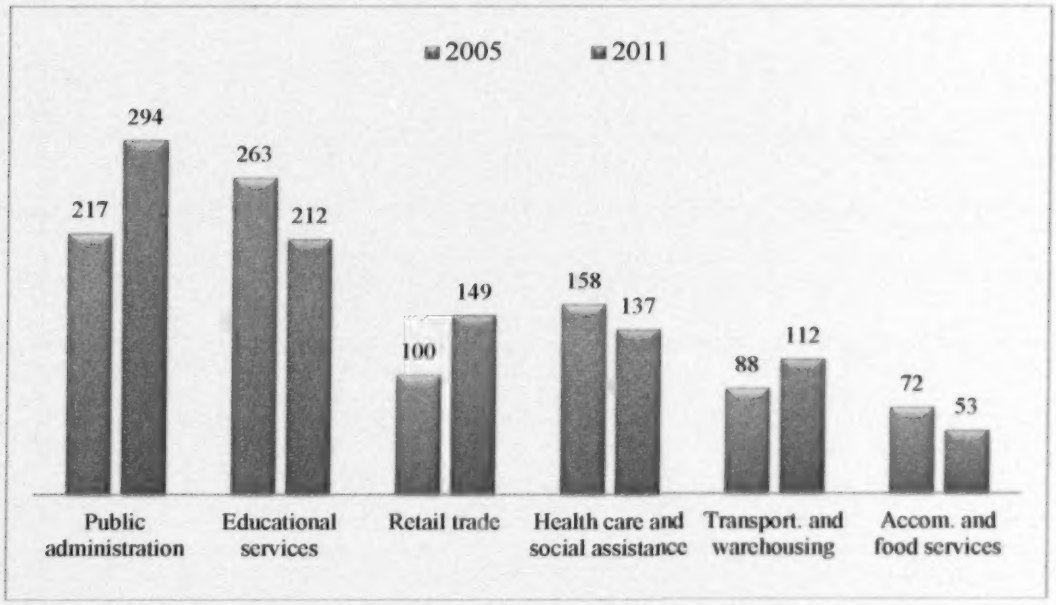
GRAPH 2.4
REGULAR PART-TIME JOBS BY TYPE OF ESTABLISHMENT



Graph 2.5 shows that, in 2011, Public Administration and Educational Services provided 200 jobs each, while Retail Trade, Health Care and Social Assistance, and Transportation and Warehousing provided more than 100 jobs each. Accommodation and Food Services provided 53 jobs.

As was indicated in the section of this report on regular full-time jobs, comparisons with the 2005 job survey regarding part-time jobs must be considered in light of the results obtained for full-time jobs. While there was obviously job growth in Public Administration, the increase of part-time jobs in Retail Trade and Transportation and Warehousing must be measured against the decreases observed in these same industries for full-time jobs. As well, the decreases noted for part-time jobs in Educational Services, Health Care and Social Assistance, and Accommodation and Food Services are opposite to the increases observed in these sectors for full-time jobs.

GRAPH 2.5
REGULAR PART-TIME JOBS IN 2005 AND 2011 ACCORDING TO THE NAICS



2.2.3 Regular part-time jobs according to the National Occupational Classification

TABLE 2.2
REGULAR PART-TIME JOBS BY MAIN NOC GROUP

Main groups under the NOC	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
00 Senior management occupations	92	9%	91	10%	1	1%	55	11%	37	7%
01-09 Middle and other management occupations	16	2%	13	1%	3	2%	8	2%	8	1%
11 Professional occupations in business and finance	5	0%	0	0%	5	3%	2	0%	3	1%
12 Skilled administrative and business occupations	74	7%	57	6%	17	12%	15	3%	59	11%
14 Clerical occupations	43	4%	39	4%	4	3%	7	1%	36	6%
21 Professional occupations in natural and applied sciences	5	0%	1	0%	4	3%	4	1%	1	0%
22 Technical occupations related to natural and applied sciences	16	2%	13	1%	3	2%	14	3%	2	0%
32 Technical and skilled occupations in health	2	0%	2	0%	0	0%	0	0%	2	0%
34 Assisting occupations in support of health services	17	2%	17	2%	0	0%	0	0%	17	3%
41 Professional occupations in social sciences, education, government services and religion	61	6%	41	5%	20	14%	16	3%	45	8%
42 Paraprofessional occupations in law, social services, education and religion	75	7%	62	7%	13	9%	23	5%	52	9%
51 Professional occupations in art and culture	31	3%	30	3%	1	1%	4	1%	27	5%
52 Technical and skilled occupations in art, culture, recreation and sport	40	4%	40	4%	0	0%	22	4%	18	3%
62 Skilled sales and service occupations	13	1%	10	1%	3	2%	9	2%	4	1%
64 Intermediate sales and service occupations	122	12%	102	11%	20	14%	51	10%	71	13%
66 Elemental sales and service occupations	256	25%	234	26%	22	15%	97	20%	159	29%
72-73 Trades and skilled transport and equipment operators	11	1%	6	1%	5	3%	11	2%	0	0%
74 Intermediate occupations in transport, equipment operation, installation and maintenance	87	8%	64	7%	23	16%	82	17%	5	1%

76 Trades helpers, construction labourers and related occupations	72	7%	71	8%	1	1%	67	14%	5	1%
82 Skilled occupations in primary industry	2	0%	2	0%	0	0%	2	0%	0	0%
94-95 Processing and manufacturing machine operators and assemblers	4	0%	4	0%	0	0%	1	0%	3	1%
	1044	100%	899	100%	145	100%	490	100%	554	100%

Table 2.2 shows that the regular part-time labour force is largely concentrated in sales and service occupations with a quarter of jobs in elemental sales and service (group 66) and another 12% in intermediate sales and service jobs (group 64). As well, there are many part-time jobs in senior management[7] (such as councillors and board directors for different regional organizations) in the trades that comprise groups 74 and 76, in social sciences, education and government services (groups 41 and 42) and in clerical fields (groups 12 and 14).

Many beneficiaries work in all the above-mentioned groups. For their part, more than 30% of non-beneficiaries are employed in sales, 23% in social sciences, education and government services, 16% in intermediate trades and 12% in skilled administrative jobs.

As was the case for full-time jobs, the female labour force occupies a majority of jobs in clerical fields (groups 11, 12 and 14), in social sciences and education (groups 41 and 42), as well as in intermediate and elemental sales and service (groups 64 and 66).

2.2.4 Regular part-time jobs by community

TABLE 2.3
REGULAR PART-TIME JOBS BY COMMUNITY

Community	Total	%	Benef.	%	Non-ben	%	Men	%	Women	%
Akulivik	39	4%	39	4%		0%	19	4%	20	4%
Aupaluk	32	3%	31	3%	1	1%	8	2%	24	4%
Inukjuak	84	8%	73	8%	11	8%	42	9%	42	8%
Ivujivik	36	3%	36	4%		0%	14	3%	22	4%
Kangiqsualujjuaq	55	5%	52	6%	3	2%	20	4%	35	6%
Kangiqsujuaq	57	5%	57	6%		0%	22	4%	35	6%
Kangirsuk	52	5%	50	6%	2	1%	19	4%	33	6%
Kuujjuaq	237	23%	188	21%	49	34%	148	30%	89	16%
Kuujjuarapik	68	7%	48	5%	20	14%	31	6%	37	7%
Puvirnituq	130	12%	123	14%	7	5%	52	11%	78	14%
Quaqtaq	39	4%	38	4%	1	1%	15	3%	24	4%
Salluit	117	11%	104	12%	13	9%	52	11%	65	12%
Tasiujaq	25	2%	21	2%	4	3%	6	1%	19	3%
Umiujaq	36	3%	35	4%	1	1%	13	3%	23	4%
Regional	10	1%	4	0%	6	4%	3	1%	7	1%
Mining sites	27	3%		0%	27	19%	26	5%	1	0%
Total	1044	100%	899	100%	145	100%	490	100%	554	100%

[7] Depending on the frequency of the work to be completed, these jobs are classified as either regular part-time or casual.

The distribution of regular part-time jobs by community shows Kuujjuaq with the highest number (237 jobs representing 23% of all part-time jobs). Puvirnituq has 130 jobs (12%), and Salluit 117 jobs (11%). Unlike with regular full-time jobs, mining sites have very few regular part-time jobs. The distribution of beneficiaries and non-beneficiaries more-or-less mirrors the distribution for all jobs. Non-beneficiaries are especially employed in Kuujjuaq, Kuujjuarapik and at mining sites.

2.3 Seasonal jobs

2.3.1 Notes on seasonal jobs

The seasonal jobs identified in this report are from 2010. Because the survey was carried out during the winter and spring of 2011, the data for seasonal jobs in the construction and tourism sectors for 2011 were not available.

Regarding seasonal jobs in the construction sector, not all employers were surveyed. The database maintained by the KRG Sustainable Employment Department under its Sanajiit Project to track the hours registered by regional workers with the *Commission de la construction du Québec* (construction board, CCQ) provided a vast array of information on local construction workers without having to communicate with employers. The number of construction workers from outside the region was estimated based on data collected from certain work sites and construction-related sources.

For the seasonal hunting, fishing and tourism jobs, most outfitting camps were contacted and the majority willingly provided data for the survey. Nonetheless, outfitting activities and guide jobs vary depending on the number of tourists. The following results must therefore be interpreted accordingly.

2.3.2 General results and comparison with previous surveys

Overall, 768 seasonal jobs were identified in Nunavik in 2010. Table 2.4 summarizes the main results of the 1993, 1995, 1998, 2005 and 2011 job surveys: total number of jobs, as well as the distribution between beneficiaries and non-beneficiaries and between men and women.

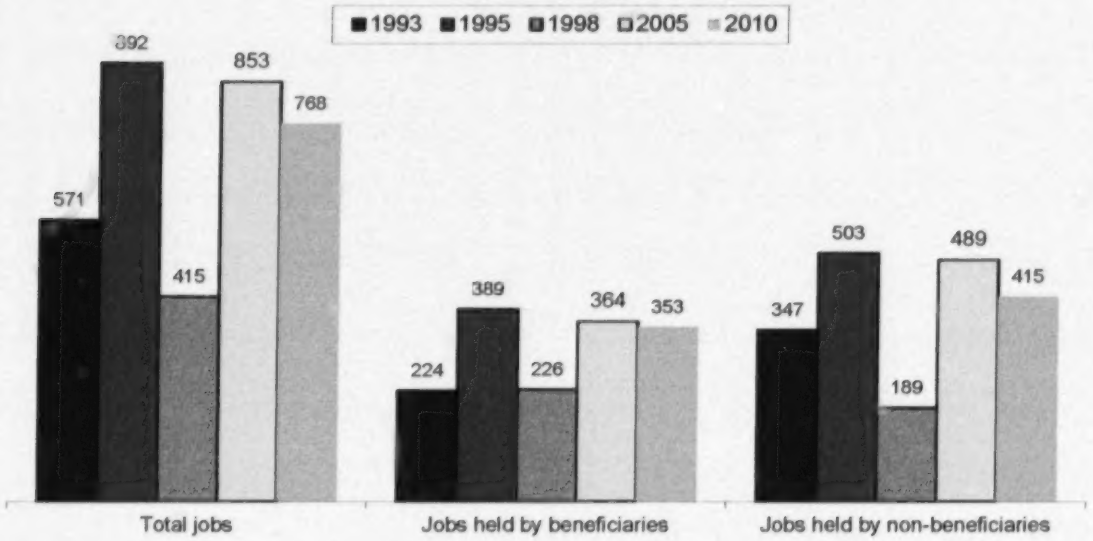
TABLE 2.4
SEASONAL JOBS BY STATUS AND SEX

	1993		1995		1998		2005		**2010**	
Total	571		892		415		853		**768**	
Beneficiaries	224	39%	389	44%	226	54%	364	43%	**353**	**46%**
Non-beneficiaries	347	61%	503	56%	189	46%	489	57%	**415**	**54%**
Men	488	85%	814	91%	384	93%	751	88%	**680**	**89%**
Women	83	15%	78	9%	31	7%	102	12%	**88**	**11%**

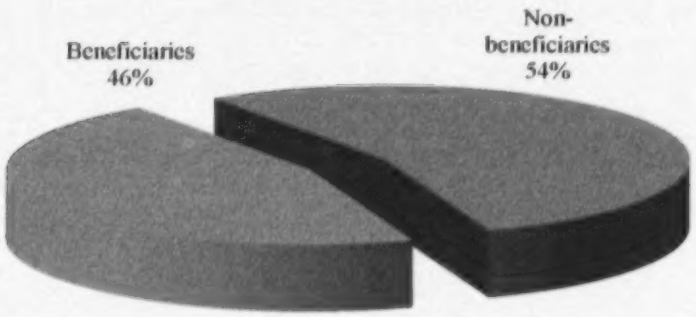
Seasonal jobs, by definition, are dependent on the demand generated by seasonal activities. In Nunavik, seasonal-job demand varies widely according to construction and

tourism activities. Given this context, it is not surprising that job numbers rise and fall from one job survey to the next.

GRAPH 2.6
SEASONAL JOBS BY STATUS ACCORDING TO THE SURVEYS CONDUCTED IN 1993, 1995, 1998, 2005 AND 2010

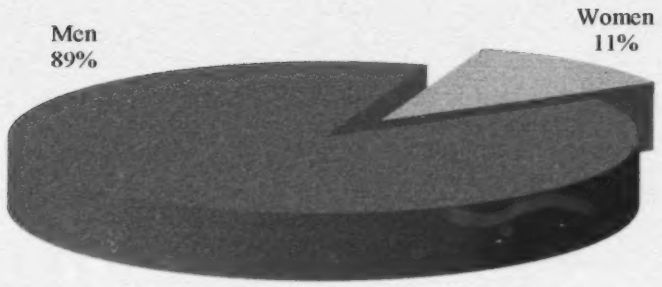


GRAPH 2.7
SEASONAL JOBS BY STATUS



With the exception of the results obtained in 1998, non-beneficiaries have always held more than half of all seasonal jobs. In 2010, non-beneficiaries held 54% of seasonal jobs. Although genuine efforts have been made to encourage the employment of Inuit construction workers, contractors overwhelmingly hire workers from outside of the region to work on Nunavik construction sites. In addition, workers from outside of the region generally work longer hours than Inuit workers.

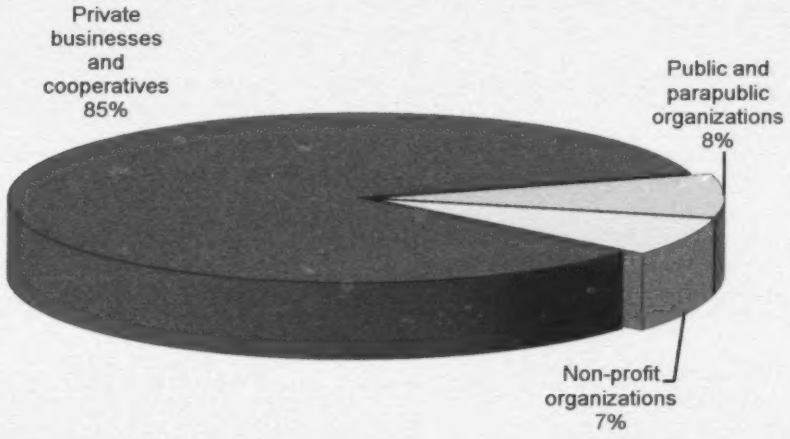
GRAPH 2.8
SEASONAL JOBS BY SEX



In total, 89% of seasonal jobs in 2010 were held by men, which is similar to the results obtained under the 2005 job survey. As well, men are overwhelmingly involved with construction and outfitting activities.

2.3.3 Seasonal jobs by type of establishment

GRAPH 2.9
SEASONAL JOBS BY TYPE OF ESTABLISHMENT



The private sector (including cooperatives) provides 85% of seasonal jobs. The reason is simple: most construction contractors are private businesses and outfitting camps are either private businesses or cooperatives.

The results produced by the construction sector must however be weighted: private contractors are awarded several contracts for Nunavik communities through calls for tender issued by government organizations for the construction of houses, municipal

infrastructure, etc. In this context, workers are employed by a private-sector employer but, in most cases, public moneys are used to fund the work.

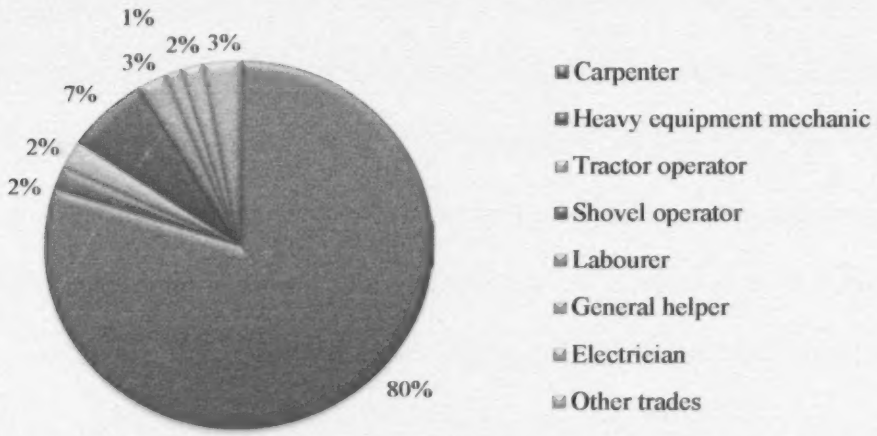
2.3.4 Construction sector in Nunavik

The jobs in the construction sector in Nunavik have always been largely held by workers from outside of the region. In order to provide a better structure for construction activities and foster Inuit employment, the KRG created the Sanajiit Project to help Nunavimmiut develop the skills needed to work at construction trades.

A database is maintained by the KRG Sustainable Employment Department under the Sanajiit Project to track the work completed by each Nunavik worker and establish a priority-hiring list. These initiatives help Inuit construction workers to find work, to develop specific trades skills and to eventually obtain competency certificates.

Graph 2.10 indicates in percentage format the work hours registered with the CCQ in 2010 by 133 Nunavik workers (most of whom are Inuit).

GRAPH 2.10
DISTRIBUTION OF HOURS REGISTERED WITH THE CCQ IN 2010 FOR THE VARIOUS CONTRUCTION TRADES



The most popular trade by far is carpentry which recorded 80% of the work hours registered with the CCQ in 2010, followed by shovel operation (7%) and labour (3%). These three trades represent 90% of the work performed by Nunavik residents at construction sites.

Table 2.5 shows certain statistics drawn from the CCQ data for Nunavik residents between 2005 and 2010. Over this period, there is some consistency in the total number of registered hours, which is to say between 45,000 and 50,000 annually. Nonetheless, the number of registered workers significantly increased in 2010 to more than 130. New workers are entering the construction sector but, on average, they worked fewer hours.

A same individual may have more than one CCQ file if he works in more than one trade. This explains why the number of files is greater than the number of workers. This difference was especially high in 2005.

TABLE 2.5
CCQ FILES OF NUNAVIK RESIDENTS SINCE 2005

Year	Hours	Number of workers	Average hours per worker	Number of CCQ files	Average hours per CCQ file
2005	56,500	103	549	114	496
2006	47,411	90	527	94	504
2007	45,377	103	441	110	413
2008	44,185	102	433	107	413
2009	49,486	113	438	121	409
2010	50,021	133	376	138	362

Table 2.6 shows the number of work hours registered with the CCQ by Nunavik residents in each community in 2008, 2009 and 2010.

TABLE 2.6
HOURS REGISTERED BY NUNAVIK RESIDENTS WITH THE CCQ BY COMMUNITY IN 2008, 2009 AND 2010

	2008		2009		2010	
Community	Hours by community	%	Hours by community	%	Hours by community	%
Akulivik	633	1%	97	0%	1796	4%
Aupaluk	0	0%	0	0%	89	0%
Inukjuak	7103	16%	5517	11%	5005	10%
Ivujivik	239	1%	3307	7%	2216	4%
Kangiqsualujjuaq	1485	3%	3227	7%	2830	6%
Kangiqsujuaq	4960	11%	4060	8%	1464	3%
Kangirsuk	687	2%	429	1%	995	2%
Kuujjuaq	5988	14%	14,533	29%	11,026	22%
Kuujjuarapik	5038	11%	3406	7%	8616	17%
Puvirnituq	4930	11%	4987	10%	2856	6%
Quaqtaq	2980	7%	1767	4%	731	1%
Salluit	6444	15%	4312	9%	5061	10%
Tasiujaq	991	2%	702	1%	44	0%
Umiujaq	2707	6%	3141	6%	7292	15%
Total	**44,185**	**100%**	**49,486**	**100%**	**50,021**	**100%**

The table shows large variances in the annual results. For example, 29% of the registered hours in 2009 and 22% in 2010 were worked in Kuujjuaq, but only 14% in 2008. Many more hours were worked in Umiujaq and Kuujjuarapik in 2010 compared with the other two years. Kangiqsujuaq recorded more than 4000 hours in 2008 and 2009, but less than 1500 hours in 2010. Obviously, the locations of construction sites change every year, giving local workers opportunities to work more hours when activities are taking place in their communities. As well, the differences can sometimes be explained by the absence of a single worker who might register 1200 hours one year and nothing in the other years.

The CCQ data focuses solely on direct construction-sector activities (essentially construction site jobs). Trades jobs with municipalities and mining companies are not tracked by the CCQ. For example, not less than 20 Nunavik residents have trades competency certificates (two thirds are beneficiaries). Only five of these registered work hours with the CCQ in 2010.

2.3.5 Tourism sector in Nunavik

Roughly 140 seasonal jobs with outfitting camps were identified under the survey and these were held evenly by beneficiaries and non-beneficiaries. The tourism sector however should not be considered solely through these numbers. There are approximately 300 full- and part-time jobs, combined, in Nunavik in Arts, Entertainment and Recreation as well as Accommodation and Food Services that are influenced by tourism. Some Public Administration jobs are also directly connected to this sector.

Historically in Nunavik, tourism was focused on hunting and fishing activities in many outfitting camps. While these activities are of course still popular, the tourism sector is undergoing a certain transformation with the addition of activities such as cruise, dogsled, snowmobile, photo safari, canoe-kayak and archaeological excursions, among others. Obviously, given the region's remoteness and cost of living, Nunavik is not a high-volume destination. Several initiatives are however being implemented to increase the tourism offer and attract new clients.

Parc national des Pingualuit was created in 2003 and officially opened to visitors in November 2007. Two other park projects are moreover being developed. Over the last few years, the KRG Sustainable Employment Department has invested a good deal of effort to support development and worker training in this sector. Since 2006, more than 450 individuals have received training. Employers have been paid wage subsidies and full- and part-time (seasonal) jobs have been specifically created (coordinators, guides, etc.). As well, more than 150 certifications have been obtained for activities as diversified as canoeing-kayaking, park-visitor services, water safety, mountain biking, snowboarding, etc.

2.4 Casual jobs

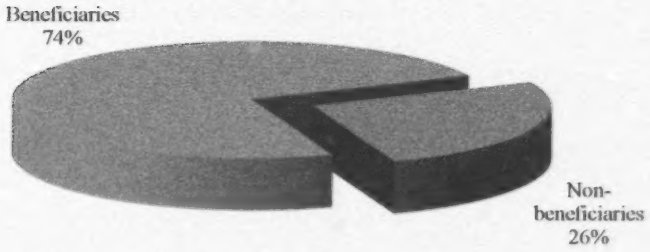
2.4.1 Notes on casual jobs

Casual jobs are sometimes very difficult to identify and they can vary greatly from one job survey to the next, making any sort of comparison unreliable. As well, it is impossible to include the number of casual jobs with the count for other types of jobs, as very often casual jobs are held by individuals with other employment.

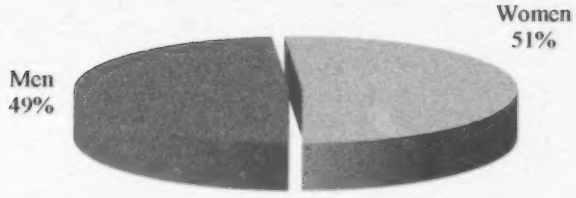
2.4.2 General results

A total of 1901 casual jobs were identified in Nunavik in 2011. These positions may have been job replacements, employment of a casual nature, short-term contract jobs, etc. Beneficiaries held 74% of these jobs and women a little more than half.

GRAPH 2.11
CASUAL JOBS BY STATUS



GRAPH 2.12
CASUAL JOBS BY SEX



2.4.3 Casual jobs according to the National Occupational Classification

TABLE 2.7
CASUAL JOBS BY MAIN NOC GROUP

Main groups under the NOC	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
00 Senior management occupations	56	3%	56	4%	0	0%	40	4%	16	2%
01-09 Middle and other management occupations	9	0%	7	0%	2	0%	5	1%	4	0%
11 Professional occupations in business and finance	16	1%	0	0%	16	3%	9	1%	7	1%
12 Skilled administrative and business occupations	37	2%	23	2%	14	3%	6	1%	31	3%
14 Clerical occupations	27	1%	17	1%	10	2%	11	1%	16	2%
21 Professional occupations in natural and applied sciences	19	1%	0	0%	19	4%	15	2%	4	0%
22 Technical occupations related to natural and applied sciences	65	3%	50	4%	15	3%	54	6%	11	1%
31 Professional occupations in health	107	6%	0	0%	107	21%	22	2%	85	9%
32 Technical and skilled occupations in health	70	4%	41	3%	29	6%	19	2%	51	5%
34 Assisting occupations in support of health services	115	6%	115	8%	0	0%	15	2%	100	10%
41 Professional occupations in social sciences, education, government services and religion	305	16%	203	14%	102	20%	78	8%	227	23%
42 Paraprofessional occupations in law, social services, education and religion	187	10%	157	11%	30	6%	87	9%	100	10%
51 Professional occupations in art and culture	17	1%	16	1%	1	0%	4	0%	13	1%
52 Technical and skilled occupations in art, culture, recreation and sport	21	1%	18	1%	3	1%	15	2%	6	1%
62 Skilled sales and service occupations	110	6%	103	7%	7	1%	102	11%	8	1%

64 Intermediate sales and service occupations	187	10%	145	10%	42	8%	86	9%	101	10%
66 Elemental sales and service occupations	429	23%	380	27%	49	10%	239	26%	190	19%
72-73 Trades and skilled transport and equipment operators	29	2%	1	0%	28	6%	29	3%	0	0%
74 Intermediate occupations in transport, equipment operation, installation and maintenance	47	2%	44	3%	3	1%	41	4%	6	1%
76 Trades helpers, construction labourers and related occupations	19	1%	7	0%	12	2%	19	2%	0	0%
82 Skilled occupations in primary industry	12	1%	7	0%	5	1%	12	1%	0	0%
84 Intermediate occupations in primary industry	11	1%	11	1%	0	0%	11	1%	0	0%
86 Labourers in primary industry	5	0%	0	0%	5	1%	5	1%	0	0%
94-95 Processing and manufacturing machine operators and assemblers	1	0%	1	0%	0	0%	1	0%	0	0%
	1901	100%	1402	100%	499	100%	925	100%	976	100%

Table 2.7 shows many casual jobs in sales and service (groups 62, 64 and 66 total 39% of the jobs), in social sciences, education and government services (groups 41 and 42 total 26% of the jobs) and in health (groups 31, 32 and 34 total 16% of the jobs).

In the health field, non-beneficiaries exercised all the professional occupations (group 31) whereas beneficiaries exercised all the assisting occupations (group 34). Groups 41 and 42 comprise 25% of beneficiaries and 26% of non-beneficiaries (with the latter exercising mostly professional occupations). In the sales and service field, beneficiaries held 44% of the jobs and non-beneficiaries 19% (mainly at the intermediate and elemental levels).

The female labour force held most of the casual jobs in the fields of health and social services, as well as social sciences, education and public administration. The male labour force was proportionally greater in the sales and service field at the skilled level. Men were also more numerous in the field of natural and applied sciences (groups 21 and 22).

JOBS BASED OUTSIDE OF NUNAVIK

3.1 Notes concerning the data on jobs based outside of Nunavik

The preceding sections of this report discussed the survey results for jobs based in Nunavik. The Inuit labour market, however, also includes job opportunities with employers connected to Nunavik but based outside of the region. These employers are partly situated in the South, in particular in the Montreal area. They are either owned by Inuit interests (as is the case for the Federation of Co-operatives of Northern Québec, Taqramiut Nipingat Inc., the Avataq Cultural Institute, as well as the Makivik Corporation and its subsidiaries such as Air Inuit) or their activities are directly linked with Nunavik (as is the case for the Kativik School Board).

This section presents a statistical portrait of jobs based outside of Nunavik that may be considered to offer job opportunities to the Nunavik Inuit labour force. Jobs in Nunavut were not, for example, contemplated under this survey because these jobs concern for the most part Nunavut Inuit. The same may be said for jobs in the territory of the James Bay Cree.

3.2 General results

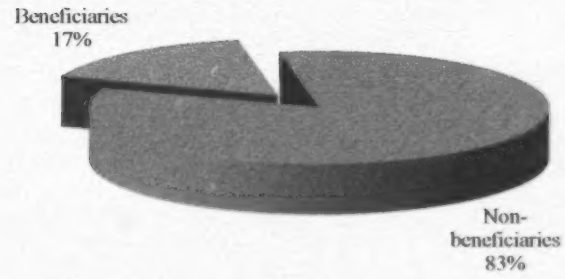
Table 3.1 shows the distribution of all the jobs based outside of Nunavik by type, and employee status and sex. A total of 654 jobs were identified in 2011 and most were full time.

TABLE 3.1
JOBS BASED OUTSIDE OF NUNAVIK
BY TYPE, AND EMPLOYEE STATUS AND SEX

	Full-time		Part-time		Seasonal		Casual	
Total	568		34		12		40	
Beneficiaries	88	15%	6	18%	5	42%	10	25%
Non-beneficiaries	480	85%	28	82%	7	58%	30	75%
Men	258	45%	10	29%	9	75%	17	43%
Women	310	55%	24	71%	3	25%	23	58%

Non-beneficiaries held 85% of regular full-time jobs based outside of Nunavik, 82% of regular part-time jobs, 58% of seasonal jobs and 75% of casual jobs. Considering all the jobs based outside of the region, 83% were therefore held by non-beneficiaries.

GRAPH 3.1
JOBS BASED OUTSIDE OF NUNAVIK BY STATUS



3.3 Comparison with the previous survey

As a large majority of the jobs based outside of Nunavik are full time, it is interesting to compare the results of the 2011 job survey with those of the 2005 job survey. Table 3.2 and Graph 3.2 show the results for the two surveys.

TABLE 3.2
REGULAR FULL-TIME JOBS BASED OUTSIDE OF NUNAVIK ACCORDING TO THE 2005 AND 2011 SURVEYS

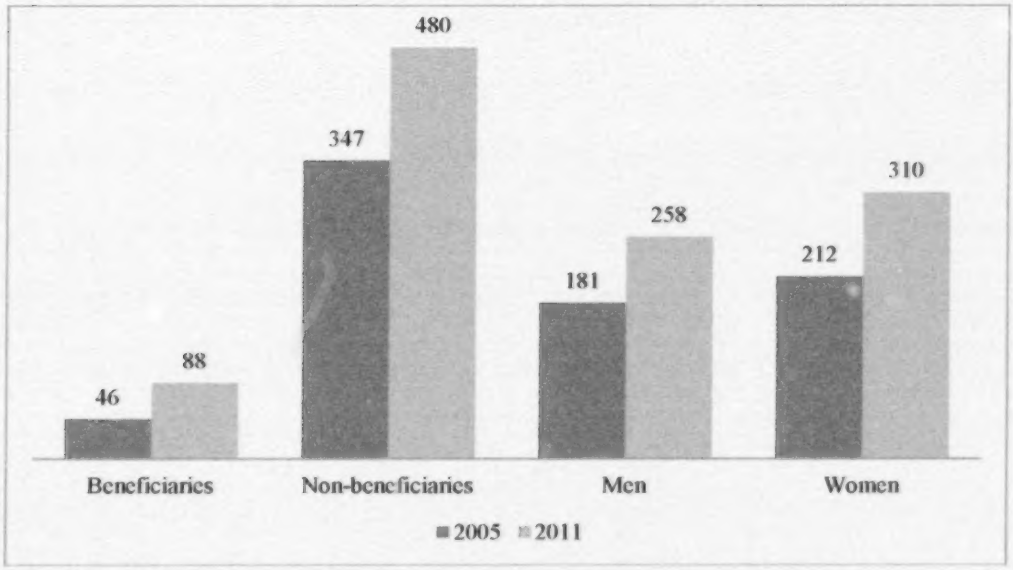
	2005		2011	
Total	393		568	
Beneficiaries	46	12%	88	15%
Non-beneficiaries	347	88%	480	85%
Men	181	46%	258	45%
Women	212	54%	310	55%

A total of 393 full-time jobs were identified in 2005 and 568 in 2011. A large number of the new jobs occurred in the health sector: more jobs were identified at the *Module du Nord Québécois* situated in Montreal. There were also more jobs at Air Inuit, the Kativik School Board and the Avataq Cultural Institute. Employment with the Makivik Corporation and the Federation of Co-operatives of Northern Québec, for its part, remained stable.

A comparison of the distribution of full-time jobs held by non-beneficiaries and beneficiaries shows a slight increase in the number of the latter. Beneficiaries held 12% of the jobs based outside of Nunavik in 2005 and 15% in 2011. Their numbers almost doubled from 46 to 88. The number of non-beneficiaries grew from 347 to 480 over the same period (representing a 28% increase).

For its part, the distribution of full-time jobs by sex remained constant: women held 54% of jobs in 2005 and 55% in 2011. In terms of actual numbers, the jobs held by women grew from 212 to 310, and those held by men grew from 181 to 258.

GRAPH 3.2
REGULAR FULL-TIME JOBS BASED OUTSIDE OF NUNAVIK
BY STATUS AND SEX ACCORDING TO THE 2005 AND 2011 SURVEYS



3.4 Training required for regular full-time jobs based outside of Nunavik

Table 3.3 shows the distribution of regular full-time jobs based outside of Nunavik according to the training normally required to hold the positions.

TABLE 3.3
TRAINING REQUIRED FOR REGULAR FULL-TIME JOBS
BASED OUTSIDE OF NUNAVIK

Training required	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
Secondary	34	6%	8	9%	26	5%	19	7%	15	5%
Vocational	59	10%	13	15%	46	10%	27	10%	32	10%
Secondary V	122	21%	35	40%	87	18%	42	16%	80	26%
Trades	62	11%	0	0%	62	13%	56	22%	6	2%
College	160	28%	25	28%	135	28%	46	18%	114	37%
University	131	23%	7	8%	124	26%	68	26%	63	20%
Total	**568**	**100%**	**88**	**100%**	**480**	**100%**	**258**	**100%**	**310**	**100%**

The regular full-time jobs based outside of Nunavik require a high level of education. More than half of these jobs require post-secondary training (college or university) and 11% require trades certification. Beneficiaries especially hold those jobs that require secondary V or college studies. Non-beneficiaries hold many of the jobs that require college or university studies. Nonetheless, 18% of the non-beneficiary labour force hold jobs that require a secondary V diploma.

Considerably more women than men hold jobs that require secondary V or college studies. Almost all the jobs requiring trades certification are held by men. As well, one

man out of every four as well as one woman out of every five hold jobs that require university studies.

3.5 Jobs outside of Nunavik according to the National Occupational Classification

Table 3.4 shows all the jobs based outside of Nunavik that were identified under the survey according to the main NOC groups. As mentioned above, a very large majority of these jobs are full time.

TABLE 3.4
JOBS BASED OUTSIDE OF NUNAVIK
BY MAIN NOC GROUP

Main groups under the NOC	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
00 Senior management occupations	8	1%	4	4%	4	1%	5	2%	3	1%
01-09 Middle and other management occupations	48	7%	4	4%	44	8%	35	12%	13	4%
11 Professional occupations in business and finance	21	3%	1	1%	20	4%	8	3%	13	4%
12 Skilled administrative and business occupations	148	23%	20	18%	128	23%	39	13%	109	30%
14 Clerical occupations	88	13%	22	20%	66	12%	32	11%	56	16%
21 Professional occupations in natural and applied sciences	11	2%	2	2%	9	2%	9	3%	2	1%
22 Technical occupations related to natural and applied sciences	27	4%	1	1%	26	5%	20	7%	7	2%
31 Professional occupations in health	10	2%	0	0%	10	2%		0%	10	3%
34 Assisting occupations in support of health services	18	3%	1	1%	17	3%	7	2%	11	3%
41 Professional occupations in social sciences, education, government services and religion	42	6%	2	2%	40	7%	17	6%	25	7%
42 Paraprofessional occupations in law, social services, education and religion	16	2%	6	6%	10	2%	8	3%	8	2%
51 Professional occupations in art and culture	36	6%	23	21%	13	2%	11	4%	25	7%
52 Technical and skilled occupations in art, culture, recreation and sport	8	1%	2	2%	6	1%	2	1%	6	2%
62 Skilled sales and service occupations	14	2%	6	6%	8	1%	4	1%	10	3%
64 Intermediate sales and service occupations	50	8%	3	3%	47	9%	11	4%	39	11%
66 Elemental sales and service occupations	13	2%	8	7%	5	1%	7	2%	6	2%
72-73 Trades and skilled transport and equipment operators	55	8%	1	1%	54	10%	52	18%	3	1%
74 Intermediate occupations in transport, equipment operation, installation and maintenance	41	6%	3	3%	38	7%	27	9%	14	4%
	654	100%	109	100%	545	100%	294	100%	360	100%

More than a third of all the jobs are classified as administrative and business occupations, with the highest representation in group 12 skilled administrative occupations (24%) and group 14 clerical occupations (13%). A number of jobs are also found in the trades groups 72-73 and 74 (mainly regarding warehousing activities) and in the sales groups 62, 64 and 66, as well as in the management, social science, teaching and culture groups.

Since non-beneficiaries hold most of the jobs based outside of Nunavik, they also hold the majority of the jobs in almost all the main NOC groups. Nonetheless, the culture group is largely made up of beneficiaries.

As was the case under the 2005 job survey, the female labour force is highly concentrated in skilled administrative and business occupations, as well as sales. For its part, the male labour force is concentrated in trades, followed by administration and management.

CONCLUSION

The labour market in Nunavik has not ceased to grow since the KRG began conducting job surveys. In 2005, the number of full-time jobs had doubled compared with 1993, and the same observation may be made through a comparison of the 1998 and 2011 job surveys. During this latest period, the number of jobs has increased by 98%.

Notwithstanding, the very high growth of jobs in the mining sector has distorted the structure of the labour market: on the one hand, most jobs in the communities are held by Inuit workers while, on the other hand, the jobs at mining sites are largely held by workers from outside of the region. There is now, therefore, two distinct labour-market structures: 62% of the jobs in the 14 communities employ Inuit and 85% of the jobs in the mining sector outside of the communities employ southern workers. The ratio of jobs between men and women is also very different depending on whether mining sites are included or excluded: from a 60–40 male-to-female ratio for all of Nunavik to an even male-to-female split in the communities. In fact, these results demonstrate a well-known reality: jobs in the mining sector, like in the construction sector, are largely held by workers –essentially men– from outside of the region. When the whole of Nunavik is contemplated, the importance of the mining sector has a considerable influence over the results that were obtained under this job survey.

Between 2005 and 2011, the number of regular full-time jobs held by beneficiaries grew by 19%, which is to say 342 more workers. For their part, the number of jobs held by non-beneficiaries grew by 46%, or 648 more workers. As a result, the distribution of full-time jobs between the two groups has changed from 2005; there is an increasing number of workers from outside of the region employed in Nunavik. Two thirds of new positions have been assumed by non-beneficiaries. Most of these positions, however, are not seen since mining sites are currently located far from the communities.

The growth of regular part-time jobs did not increase at the same rate as full-time jobs. Regular part-time jobs grew by 7% between 2005 and 2011 compared with 31% for full-time jobs (21% if mining sites are excluded). As has been the case in the past, beneficiaries hold most of the regular part-time jobs. They also hold a majority of the casual jobs. For their part, non-beneficiaries hold more than half of all seasonal jobs, mainly due to the construction sector. Women hold a little more than 50% of regular part-time and casual jobs, while men hold most seasonal jobs.

A comparison of the results obtained under the 2005 and 2011 job surveys shows more jobs in all types of establishments (private businesses and cooperatives, public and para-public organizations, and non-profit organizations). As well, the importance of the private sector in the full-time job market has grown from 37% to close to 40% of all positions. Notwithstanding, the public and para-public sectors still provide more than 50% of the full-time jobs identified in Nunavik.

While the mining sector has become the largest employer in Nunavik, job creation among public administrations has also been strong. Jobs are also equally divided between health and social services, education, transportation and retail trade. Compared with 2005, more full-time jobs in health and education were identified in 2011, but fewer part-time jobs.

Inversely, in 2011 there were more part-time jobs in retail and transportation, while the number of full-time jobs in these sectors dipped slightly.

Beneficiaries and non-beneficiaries hold an equal share of the jobs with employers in health, social services and education. Beneficiaries hold most of the full-time jobs in public administration and retail trade. There are more non-beneficiaries employed in the transportation and warehousing sector, mainly due to skilled air transportation positions.

Women represent a majority of workers in health, social services and education. Men hold a majority of the jobs, not only in mining extraction and construction, but in the transportation and warehousing as well as public administration (especially at the local level). The male and female labour forces are equally present in retail trade.

Population growth, the implementation of new programs and the construction of new infrastructure have generated more services and employment in all the communities of Nunavik. Kuujjuaq is still the largest job market, followed by the largest communities in the following order: Puvirnituq, Inukjuak and Salluit. Notwithstanding, the number of jobs at mining sites was comparable to Kuujjuaq at the time of this job survey and will likely surpass the Kuujjuaq number by the time this report is published.

The distribution of jobs according the NOC shows that there is a wide range of jobs in Nunavik. In general, the types of jobs not held by the local labour force are those that require higher levels of education or specialized vocational training. As a result, non-beneficiaries hold a majority of professional jobs in natural and applied sciences, in health and social sciences, and in education. The same holds true for trades occupations in construction and primary industry.

The results obtained under the current job survey follow the trend observed under previous surveys. Specifically, there exists a significant discrepancy between training requirements and the level of education of the regional labour force. In fact, the job market is demanding higher and higher levels of education and training: in 1993, 34% of full-time jobs required trades certification or a post-secondary diploma. This rate reached 52% in 2005 and 58% in 2011. As well, hundreds of seasonal jobs require trades certification. It may be noted that the workers in these jobs earn on average higher incomes.

A number of jobs were also identified as being based outside of Nunavik with employers connected to the region. In general, these jobs require a high level of education and are overwhelmingly held by non-beneficiaries. In addition to place of work, job requirements are certainly one of the reasons why non-beneficiaries hold many of these positions.

Education and training are the two main means of reducing the gap between labour demand and labour supply in Nunavik. With a drop-out rate of more than 90% for the regular sector, vocational training is the best solution in a variety of fields. There can be no doubt that the number of jobs held by Inuit has increased due to the employment and training programs delivered by the KRG in all sectors (mining, construction, public administration, education, health, childcare, information technology, etc.). By way of example, the number of beneficiaries in the mining sector increased from 70 in 2005 to 150 in 2011. These programs focus not only on job creation, but also on job retention.

Notwithstanding, many jobs that require college or university diplomas can not be integrated into vocational training programs. For these jobs, formal college and university education is required. There is however a limit to what can be produced by the region's small population in terms of labour for these positions. It is impossible to expect that all the jobs of engineers, researchers, biologists, geologists, chartered accountants, education professionals, lawyers, airline pilots, nurses, doctors, skilled health workers, and so on will be filled by a working-age labour force of roughly 7000 people. Simply put, there is a shortage of critical mass.

And what can be said about the mining sector where growth is skyrocketing and the creation of thousands of more jobs is expected under the *Plan Nord*. A genuine effort has been made over the last 15 years to train Inuit workers. The challenge will only be heightened with the emergence of new projects; it would not be good for the region if most of the new jobs created in this sector go to labour from outside of the region. In addition to mining infrastructure construction, hundreds of new dwellings have been promised for Nunavik. Through its Sanajiit Project, the KRG Sustainable Employment Department is helping local workers to acquire the skills needed to practise construction trades. There will be no shortage of these kinds of jobs in the coming years.

With regards to labour demand, good future job prospects exist in the sectors of health, social services, education, transportation (linked to mining development), and information technology (especially telecommunications). Despite the obstacles that stand in the way of business development in Nunavik, there are certainly opportunities especially in the larger communities for more retailers and small businesses in the sectors of food service, retail trade, as well as business and public services. In the field of tourism, hunting and fishing continue to be popular, and efforts are being made to expand products in order to attract new clienteles through park creation, ecotourism, cruises, as well as sports, recreation and cultural events. Obviously, given the region's remoteness and cost of living, Nunavik is not a high-volume destination. Nonetheless, the KRG has invested heavily to support tourism development and to upgrade the training of those working directly and indirectly in the field.

In terms of labour supply, many youth will enter the Nunavik labour market in the coming years. Those with a post-secondary education will be guaranteed employment, along with those who learn a trade connected with the mining or construction sectors. Taking into account the high school drop-out rate, most youth will require vocational training in order to find stable work. If more college-level programs could be delivered in Nunavik, youth would certainly be more motivated to pursue their education. The replacement of non-beneficiary workers will depend on the eventual level of education and training of the next generation of regional workers.

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LIST OF EMPLOYERS

This list includes a majority of the employers that were contacted, either directly or indirectly, for the purpose of the survey. In some cases, enough information was obtained about an employer without having to contact it.

Private businesses and cooperatives	
Air Inuit (1985) Ltd.	Regional
Allie's Coffee Shop	Puvirnituq
Amautik Reg'd	Kuujjuaq
Angngutigiarvik Reg'd	Salluit
Arctic Adventures	Regional
Arctic Business Consulting (ABC) Services	Inukjuak
Arctic Cruises Inc.	Regional
Arqsaniit Productions	Kuujjuaq
Atugak Leasing Reg'd	Kuujjuaq
Auberge Kuujjuaq Inn	Kuujjuaq
Aupaluk Siniktaviq Lodge	Aupaluk
Alummi Adventures	Regional
Canadian Imperial Bank of Commerce	Kuujjuaq
Bell Canada	Regional
Boart Longyear Inc.	Regional
Bradley Nuvumiut	Regional
Canadian Royalties Inc.	Regional
Cantine Shop	Kangiqsujuaq
Commission de la construction du Québec	Regional
Cruise North Expeditions Inc.	Regional
Etsetera Design Inc.	Regional
Boreal Expressions	Kuujjuaq
Federation of Cooperatives of Northern Québec	Regional
FCNQ Construction	Regional
FCNQ (hotels)	Regional
FCNQ (stores)	Regional
FCNQ Nunavik Petro	Regional
FCNQ (outfitting)	Regional
First Air	Regional
Garage Jobie	Kuujjuaq
Gordon Transport Inc.	Kuujjuaq
Groupe Stavibel	Regional
Hotel de Tasiujaq	Tasiujaq
Iglooapik Construction	Kuujjuaq
Industrie M M P	Salluit
Inuit Adventures (FCNQ)	Regional

Inukjuak Corner Store	Inukjuak
Inukjuak Maintenance Inc.	Inukjuak
Inukshuk Pourvoirie	Regional
Inutsuligaatjuq Excavation Inc.	Inukjuak
Iqaluppijait Arctic char reg'd	Kuujjuaq
Iqiquq Arcade	Puvirnituq
Isirisivik Smoked	Kangiqsujuaq
Itsajak Motel	Kangiqsujuaq
John Ford Rental Kuujjuaq Inc.	Kuujjuaq
Johnny May Air Charter Ltd.	Kuujjuaq
Karuk Corporation	Inukjuak
Katiniq Transport Inc.	Regional
Kayuk Enterprises Inc.	Inukjuak
Keatainak Char	Salluit
Kiewit Nuvumiut inc.	Regional
Kuugaaluk Tours	Regional
Kuujjuaq Real Estate Inc.	Kuujjuaq
Kuujjuarapik - Taxi	Kuujjuarapik
Kuujjuarapik Garage	Kuujjuarapik
Kuvviti Fuel Inc.	Quaqtaq
Halutik Entreprises Inc.	Kuujjuaq
Lizzie's Coffee Shop	Kuujjuarapik
LJL Mécanique	Regional
Northern Store of Inukjuak	Inukjuak
Northern Store of Umiujaq	Umiujaq
Northern Store of Kangiqsualujjuaq	Kangiqsualujjuaq
Northern Store of Kangiqsujuaq	Kangiqsujuaq
Northern Store of Kangirsuk	Kangirsuk
Northern Store of Kuujjuaq	Kuujjuaq
Northern Store of Kuujjuarapik	Kuujjuarapik
Northern Store of Puvirnituq	Puvirnituq
Northern Store of Salluit	Salluit
Makivik Construction Division	Regional
Mark Kakyuk Transport	Salluit
Miqulilitalik Tannery Shop	Kuujjuaq
Newviq'vi	Kuujjuaq
Novalinga Hotel	Puvirnituq
Nunami Inc.	Kuujjuarapik
Nunavik Arctic Survival Training Centre	Puvirnituq
Nunavik Catering Services	Salluit
Nunavik Cleaning and Exterminating Inc.	Kuujjuaq
Nunavik Communications Inc	Kuujjuaq
Nunavik Construction	Kuujjuaq

Nunavik Creations Inc. (Makivik)	Regional
Nunavik Enterprises Inc	Kuujjuaq
Nunavik Financial Services Cooperative Desjardins	Regional
Nunavik Rotors Inc.	Kuujjuaq
Nunavik Sport	Kuujjuarapik
Nunavut Eastern Arctic Shipping (Makivik)	Regional
Nuvummiut Developments	Salluit
Old Chimo	Kuujjuaq
Oopik Taxi	Kuujjuaq
Pirnoma Technologies inc.	Ivujivik
Pitsituuq (smoked fish shop)	Puvirnituq
Plomberie Rolly Inc	Kuujjuarapik
Ammarok Outfitters Inc.	Regional
Qaritech Reg'd	Salluit
Qilalugaq Hotel Inc.	Kuujjuarapik
Qimuk Music Inc.	Kuujjuaq
Qininqtiq LHC	Kangiqsualujjuaq
Rapid Lake Lodge	Regional
Raymond Chabot Grant Thornton	Regional
Safari Nordik & Puunik Camp Ltd.	Kuujjuaq
Sanaji Enterprises Inc.	Kuujjuarapik
Sanavik Inc.	Kuujjuaq
Silak Adventures	Regional
Silatsiak Inc.	Kuujjuaq
Sirivik Restaurant	Puvirnituq
Skidoo Shop	Kangiqsujuaq
Soleica	Regional
Tallugunnaq Boat	Salluit
TIVI Inc. - Gallery	Kuujjuaq
TIVI Inc. - Transport	Kuujjuaq
Tullik Inc.	Kuujjuaq
Tusaayut reg'd	Salluit
Ungava Adventures	Regional
Voyages FCNQ Inc.	Regional
W.G. Contractors	Kuujjuaq
Xstrata Nickel	Regional

Public and para-public organizations and government corporations

Kativik Regional Government	Regional
• Administration Department	Regional
• Sustainable Employment Department	Regional
• Finance, Treasury and Human Resources Department	Regional
• Recreation Department	Regional

• Regional and Local Development Department	Regional
• Legal, Socio-Judicial and Municipal Management Department	Regional
• Renewable Resources, Environment, Lands and Parks Department	Regional
• Transportation Department	Regional
• Municipal Public Works Department	Regional
• Public Security Department	Regional
• Kativik Regional Police Department	Regional
Saputiit Youth Association	Kuujjuaq
CBC North	Kuujjuaq
Centre d'études nordiques	Regional
Inuulitsivik Health Centre	Puvirnituq
CLSCs, Hudson	Hudson coast
Ungava Tulattavik Health Centre	Kuujjuaq
CLSCs, Ungava	Ungava coast
Isuarsivik Treatment Centre	Kuujjuaq
Kativik School Board	Regional
• Tukisiniarvik	Akulivik
• Tarsakallak	Aupaluk
• Innalik	Inukjuak
• Nunavimmi Pigiursavik	Inukjuak
• Nuvviti	Ivujivik
• Ulluriaq	Kangiqsualujjuaq
• Arsaniq	Kangiqsujuaq
• Sautjuit	Kangirsuk
• Kajusivik, Adult Education Centre	Kuujjuaq
• Jaanimmarik, high school	Kuujjuaq
• Education Services	Kuujjuaq
• Pitakallak, elementary school	Kuujjuaq
• Asimauttaq	Kuujjuarapik
• POV, Adult Education Centre	Puvirnituq
• Ikaarvik	Puvirnituq
• Iquarsivik	Puvirnituq
• Isummasaqvik	Quaqtaq
• Qaunnaq, Adult Education Centre	Salluit
• Ikusik, high school	Salluit
• Pigiurvik, elementary school	Salluit
• Ajagutak	Tasiujaq
• Kiluutaq	Umiujaq
Hydro-Québec	Regional
Ministère des Ressources naturelles et de la Faune	Kuujjuaq
Module du nord québécois	Montréal
NAV CANADA	Kuujjuaq

Kativik Municipal Housing Bureau	Kuujjuaq
Palais de justice – Sécurité publique	Regional
Canada Post, Kuujjuaq	Kuujjuaq
Canada Post, Kuujjuarapik	Kuujjuarapik
Nunavik Regional Board of Health and Social Services	Kuujjuaq
Sûreté du Québec	Regional
Northern Village of Akulivik	Akulivik
Northern Village of Aupaluk	Aupaluk
Northern Village of Inukjuak	Inukjuak
Northern Village of Ivujivik	Ivujivik
Northern Village of Umiujaq	Umiujaq
Northern Village of Kangiqsualujjuaq	Kangiqsualujjuaq
Northern Village of Kangiqsujuaq	Kangiqsujuaq
Northern Village of Kangirsuk	Kangirsuk
Northern Village of Kuujjuaq	Kuujjuaq
Northern Village of Kuujjuarapik	Kuujjuarapik
Northern Village of Puvirnituq	Puvirnituq
Northern Village of Quaqtaq	Quaqtaq
Northern Village of Salluit	Salluit
Northern Village of Tasiujaq	Tasiujaq

Non-profit organizations

Association of Landholding Corporations of Nunavik	Regional
Nunavik Tourism Association	Kuujjuaq
Childcare centre, Akulivik	Akulivik
Childcare centre, Amaartuavik	Kangirsuk
Childcare centre, Amaarvik	Ivujivik
Childcare centre, Aqaivik	Kangiqsualujjuaq
Childcare centre, Iqitauvik	Kuujjuaq
Childcare centre, Kamattsiavik	Quaqtaq
Childcare centre, Mikijuk	Kangiqsujuaq
Childcare centre, Pairqsivik	Tasiujaq
Childcare centre, Saqliavik	Kuujjuarapik
Childcare centre, Sarliatauvik	Puvirnituq
Childcare centre, Sukliateet	Aupaluk
Childcare centre, Tasiursivik	Salluit
Childcare centre, Umiujaq	Umiujaq
Landholding corporation, Anniturvik	Umiujaq
Landholding corporation, Arqivik	Tasiujaq
Landholding corporation, Aupaluk	Aupaluk
Landholding corporation, Kangiqsujuaq	Kangiqsujuaq
Landholding corporation, Epigituk	Kangiqsualujjuaq
Landholding corporation, Nayumivik	Kuujjuaq

Landholding corporation, Pituvik	Inukjuak
Landholding corporation, Qarqalik	Salluit
Landholding corporation, Qekeirriaq	Akulivik
Landholding corporation, Sakkuk	Kuujjuarapik
Landholding corporation, Saputik	Kangirsuk
Landholding corporation, Tuvaaluk	Quaqtaq
Nunavik Mineral Exploration Fund	Regional
Avataq Cultural Institute	Regional
Nunalituqait Ikajugatigiitut	Kuujjuaq
Women's shelter, Initsiaq	Salluit
Women's shelter, Tungasuvvik	Kuujjuaq
Childcare centre, Tasiukvik	Inukjuak
Nunavik Investment Corporation	Regional
Société Kuujjuamiut inc.	Kuujjuaq
Makivik Corporation, Office of the President	Regional
Makivik Corporation, Office of the Corporate Secretary	Regional
Makivik Corporation, Office of the Treasurer	Regional
Makivik Corporation, Economic Development Department	Regional
Makivik Corporation, Resources Development Department	Regional
Makivik Corporation, Legal Department	Regional
Local FM radio stations	Communities
Taqramiut Nipingat Inc.	Regional
Taqramiut Productions Inc.	Regional

QUESTIONNAIRE

Kativik Regional Government

Job Survey Questionnaire

Employer : _____

Job Title	Community	Total of Jobs	Types of jobs: Regular Full-time	Regular Part-time	Seasonal	Casual	Held by: Beneficiaries (Inuit)	Non-beneficiaries	Held by: Males	Females